

THE

VOLUME 59 • NUMBER 9 • NOVEMBER 2000

OSHAWORKER

THE NEWSLETTER OF CANADIAN AUTOWORKERS LOCAL 222

More than 100 members of CAW Local 222, from a variety of units, attended the Ajax Council meeting Monday, October 16 to support the Ajax Transit workers in their fight for workplace justice. Ajax Transit supporters of all ages packed the Town Council Chambers and were able to send a message, loud and clear, that the Town should be ashamed of its lack of action following a Supreme Court decision in April supporting the workers' right to redress.



Preparing For Negotiations

As we enter the month of November, we are in the process of preparing for upcoming negotiations with the Ontario Guard Services (Durham) and Whitby Transit units. Updates on these two important sets of contract talks will follow in the December issue of the *Oshaworker*.

Municipal Elections

In the October issue of the *Oshaworker* we released the names of the candidates endorsed through Local 222's Political Education Committee. A letter came in after the deadline from Kathleen Hopper, who is seeking re-election to the Durham District School Board. She has been a strong voice on the board for the past nine years and especially under very trying times, over the past five years. Cuts by the Harris government over the past five years have destroyed the level of service we have all come to expect. The removal of local taxation from school boards have left the trustees to negotiate and provide for students under the agenda imposed by the Harris government. The job of trustee has changed drastically over the past five years. It is now a job of ensuring that scarce funding is spent in the classroom, not on frills. Join with Local 222's Political Education Committee in supporting Kathleen Hopper and ensuring that the students of Durham receive every penny possible to provide them with the education they deserve.

Federal Election November 27

With a federal election called for November 27, you will have candidates calling on you for support. Take this opportunity to ask these candidates where they stand on issues that are important to you. On November 24, 1989, Ed Broadbent, then leader of the New Democrats, Oshawa's MP and a good friend to working people, introduced a motion in Parliament. It read "that this House express its concern for the more than one million Canadian children

currently living in poverty and seek to achieve the goal of eliminating poverty among Canadian children by the year 2000." This motion was passed unanimously in the House of Commons. Eleven years later, the number of poor children in this country has increased by 49 percent. There are nearly 500,000 more children living in poverty today than in 1989. In the year 2000 we have approximately one in five children living in poverty. It's time to put the children of Canada first. It's time for government budgets to reduce child poverty and provide real support to families. At a time when Canada is creating more wealth than at any other time in its history, we are seeing social programs being slashed and governments patting themselves on the back for giving tax **breaks** to Canada's wealthiest section. This should not be happening in a civil society like Canada, when we have social problems like child poverty going in the wrong direction. Our children, the children of Canada, our future deserves the best.

I had many positive comments and inquiries regarding my last *Oshaworker* article about the CAW's political taskforce. Those who participate in this process will be chosen randomly, although we are having ongoing discussions with the education committee about developing a module for our educationals we offer at the Union Hall. It will talk about working class politics in the 21st century. It will discuss who really speaks out for strong public health care for our families, and works to protect workplace health and safety as well as the importance of quality public education for our children we all value.

Some of the ques-

PRESIDENT'S REPORT



BY

Mike Shields

tions and inquiries most commonly asked were:

- "Why is the CAW tackling this problem?"

It is an effort to better understand what our members think about politics. The taskforce will generate discussion and debate. While there won't be agreement on everything, the discussion will allow members to have input into the future role of this Union in the political life of our communities and our country.

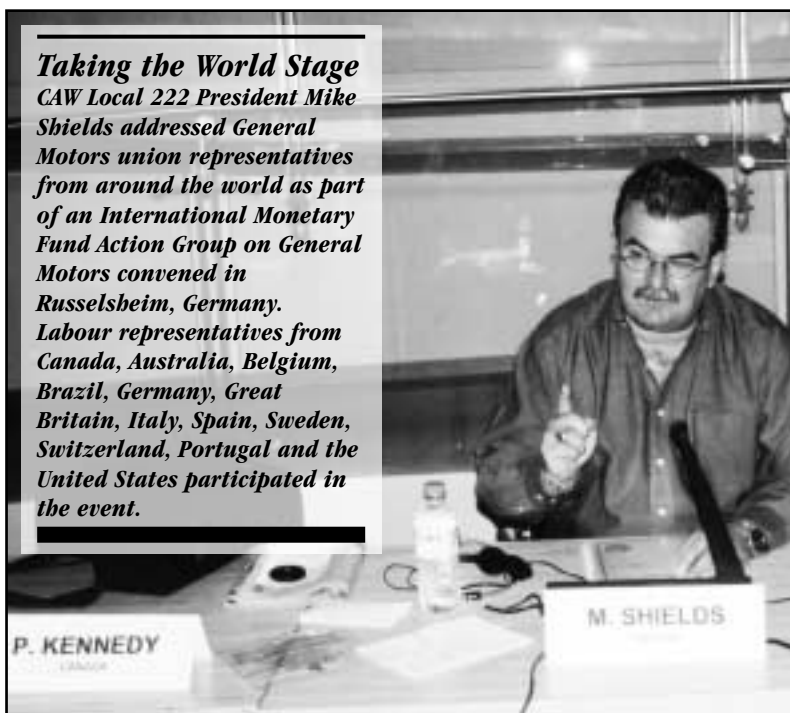
- "Why should I participate? Will the taskforce really change anything?"

Of course one taskforce won't solve all the problems, or even define all the political issues facing workers. But it's a start. It will help identify questions, find some answers and build interest, as well as ongoing discussion among members, activists and leaders.

The people we elect to political office shape the type of society we will live in, as well as that of our children. We must point them in the right direction, let them know what issues are really important to working men and women and their families. We must set the agenda, not follow theirs. Our future depends on it. 🍁

Taking the World Stage

CAW Local 222 President Mike Shields addressed General Motors union representatives from around the world as part of an International Monetary Fund Action Group on General Motors convened in Russelsheim, Germany. Labour representatives from Canada, Australia, Belgium, Brazil, Germany, Great Britain, Italy, Spain, Sweden, Switzerland, Portugal and the United States participated in the event.



CAW TCA
LOCAL 222
1-800-465-5458
905-723-1187
e-mail local222@idirect.com
www.cawlocal222.com



Next Unit Meeting November 6th

Our plant now is the only operation left within Peregrine Inc. The smaller Michigan-based plants have been sold to Flex-n-gate, which was finalized just recently. There has been interest in our operation, which is very good to see. BBK have spent almost two weeks in the plant reviewing the operation and performing their due diligence. We met with them when they came in initially and outlined to us that BBK had put together a group to review the viability of the plant and its capabilities. BBK are a turnaround company that have had a number of successes.

The week of November 6 Mayflower Vehicle Systems will be in the plant to start their due diligence. They are a company, as we had outlined before, that we had met with in August along with General Motors.

Venture appear to be continuing discussion with GM dealing with their concerns and issues. This was confirmed in mid-October by the vice president of their Company, Charles Demming, in a phone conversation I had with him. This, I hope, will be one of many conversations to come.

At the same time General Motors have contacted National Union Secretary Treasurer Jim O'Neil and our President, Mike Shields, to arrange meetings in November with National Union assistant Peter Kennedy, John Graham and myself. This will be part of discussion with two new potential buyers (the identity of

whom were unknown at the *Oshaworker* deadline). These meetings will be similar to the June and August discussions.

You can be sure I will make this information available to you when it is confirmed.

All in all, these discussions taking place are positive, considering that at the beginning of the year nothing was happening. We need an event and the sooner the better. We will get there.

Information Meetings

The four-hour information meetings have started on a positive note. Everyone in the plant will have an opportunity to attend over the next several weeks. These joint meetings with the Union and Company are part of the workgroup initiatives that started some time ago.

As I have pointed out in each meeting, we do have our differences with Peregrine, sometimes on a daily basis, but one common objective we have is to keep the plant open and create a viable, long-term future for the plant we work in. We will continue our responsibility to the job security issues that are important to each and everyone of us.

New Agreements

The new agreements finally were made available a few weeks back. The new books cover all the Local and applicable Master Agreement language to our plant. The new format was put together with Local and Master Language tied to the subject which

PEREGRINE PLANT CHAIRPERSON AND FIRST VICE-PRESIDENT'S REPORT



BY

**Wayne
Murphy**

makes it far easier to read and understand. With the exception of a few misprints, I am sure everyone would agree. This misprint of six-weeks SPA a year is something we could all live with, however, it is a typographical error. Any misprints that concern us have been cleared up. Any questions or concerns on the new agreement, please don't hesitate to call me. The benefit agreements should be made available shortly. They are being "Peregrinized" from the GM agreement.

Our next Peregrine Unit meeting will be Monday, November 6, 2000 at 7:00 p.m. at our Local Union Hall.

In closing, I would like to wish one of our retirees good luck in the November 13 municipal election. Mel Smith is running for Ward #3 Councillor in the municipality of Dysart et al, we would like to give him all of our support.

As always, if you have any concerns or issues I can be reached at 433-3343 or pager 439-3343. 🍁

Work To Keep *Our* Jobs, Not *Theirs*

The plant population stands as follows, unskilled 9,448 with 205 on lay off, and skilled trades at 1,924 with 35 on lay off. The recall date for unskilled at the time of writing was September 12, 1994.

This is the time of year when the company is really starting to cut out jobs to meet their commitment to headquarters. Each year they are asked, or told, to cut five percent or more of their headcount. As usual this doesn't get done until near the end of the year, then they spend all their time looking for ways to accomplish this. Don't help them by working ahead and standing around or talking to a fellow worker. Don't bring a newspaper, or book, and spend time reading it except at your regular break times. This is what they are looking for — if you've got time on your hands, they will add work to your job, or elim-

inate the job and spread the work around to your co-workers. If you are asked to tell the company how to do your job a better way, be very, very careful what you say. It would be best if you didn't tell them anything. Remember it could be the supervisor's (or standards person's) job eliminated, if they don't get these cuts done. What it boils down to is your job, or their job. You and I both know which one's more important to management.

The newest trick to get our members into the suggestion plan is to mail a letter to their homes reminding them they have not yet participated in the plan. One of the things mentioned, as being a contender for money, is job changes. This plan is not negotiated; it is a company policy that uses employees' ideas to save money. Members who choose to use this plan should never suggest job changes, remember next time it could be your job.

GM SHOP COMMITTEE CHAIRPERSON'S REPORT



BY

**Tom
Hoar**

Ideas should go toward safety, engineering changes and the like. They have enough salary people looking at job elimination, they do not need any help in this area.

By the time this issue reaches your house, there should be a bulletin telling you how to put your Christmas bonus into an RRSP if you wish. I am told most of the plans are already worked out with the GM Canada Benefits Centre (Hewitt) and are to be announced shortly. Also the SPA selections, by seniority, are to be finalized by the end of November for the two periods next year. Until next time... 🍁

Notes From Blue Circle Cement

To the Editor:

I would like to start first by expressing my sorrow over losing a union brother and friend, Gerrard (Jerry) Ruelland, who passed away at work on September 7, 2000.

Secondly I would like to thank everyone who voted for me in our recent elections for bargaining committee. Although I didn't win, I still feel I did. The reason for my thinking this way is that the committee that was elected are very capable of getting a good contract. But as everyone knows, they can only achieve their goal by getting a 100% backing from the membership.

So let's show the company we are behind the committee by doing this. We all know the committee will have their hands full, especially after what we were put through three years ago.

Chuck Crossen ♦

The opinions expressed in this paper are not necessarily the opinions and views of the Editor or the Editorial Board or Local 222 CAW. Every month the Oshawworker receives many interesting letters which we'd like to print — but can't. Please sign your letters to the Editor and include your printed name, address and phone number.

LETTERS TO THE EDITOR



Joe Sarnovsky

Oshawworker Editor

Thanks From Ajax Transit Workers

I would like to take this opportunity to thank all those who attended the Ajax Council Meeting on Oct. 16, 2000. One cannot express the feeling of solidarity that was felt, not only by myself but by all the affected drivers.

A special thanks to Sandy Carricato, Jim Nimigon and Gary Lilley for their uplifting speeches. A very special thanks to Gord

Vickers and his committee for all the hard work and many hours to organize the night.

Again, on behalf of the affected drivers, I thank you all for your support.

Yours in solidarity

Bob Proctor

Steward

Ajax Transit ♦

Family Support Committee

Information, Resources, Education
Confidentiality Assured

Ron Davey – Chairperson

Gregg Valentine – Recording Secretary

Pat McWade – Treasurer

You can leave a message for us
at the Union Hall at
(905) 723-1187
or through the
Union Counsellors' offices at
644-4282/4283



Former CAW Local 222 secretary treasurer Dave Broadbent (right) was recently congratulated by Durham College president Gary Polonsky for two reasons: on being re-appointed by the provincial government to the college's Board of Directors for a second term, and on deciding to run for Regional Council in Oshawa's Ward 5 in the November 13 municipal election.

CAW TCA LOCAL 222

is an amalgamated Local made up of the following units:

General Motors
Peregrine
Mackie Automotive Systems
Lear Corporation
A.G. Simpson
PPG
Woodbridge Foam
Columbus McKinnon
Oshawa Transit
Blue Circle Cement
Center Manufacturing
AVPEX International
Whitby Transit
Cliff Mills Motors
Ontario Guard Services (Durham)
Kerr Industries
U.S. Filter

CAW LOCAL 222 EXECUTIVE BOARD

President Mike Shields	Trustees Charlie Peel Paul Goggan Chris Buckley	Board Members At Large Ken Hamer (PPG)	Board Member At Large (Balance of Local) Tim Thompson
Financial Secretary Terry Spence	Guide Mike McPhee	Shane Luxton (Lear Corporation)	Editor Joe Sarnovsky
First Vice President Wayne Murphy	Retirees' Representative John Sinclair	Russ Martin (A.G. Simpson)	Editorial Board Mike Shields Terry Spence
Second Vice President Jim Hoy	Female Board Member At Large Diane Cunningham	Vivian Terrelonge (MAS)	
Sergeant-At-Arms Al O'Neill			

To the readers: The views and opinions expressed by various writers are their own and not necessarily those of the Editor nor of the Administration of Local 222. Unsigned material will not be printed. **The Oshawworker** reserves the right to edit material submitted.

The Oshawworker is published by Local 222 of the National Automobile, Aerospace, Transportation and General Workers Union of Canada, 1425 Phillip Murray Avenue, Oshawa, Ontario. L1J 8L4

(905) 723-1187 1-800-465-5458 — Fax (905) 436-9515.

Local 222's e-mail address is: local222@idirect.com

www.cawlocal222.com



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Thistle Printing Ltd.

CAW Local 222 Financial Report

Covering the Month of September, 2000

Total Receipts	\$ 937,812.36
Total Expense	<u>859,103.52</u>
Surplus (Deficit)	\$ 78,708.84

CAW Local 222: Balance Sheet As At September 30, 2000

ASSETS	
CURRENT ASSETS	
Cash	16,953.65
Bank	<u>943,345.06</u>
Total Bank	943,345.06
Deposit — AWCU	37,640.17
Due from Dental Centre	91,144.25
Mortgage Receivable	94,503.83
Dominion of Canada Bonds	12,000.00
Short Term Investments	<u>272,185.48</u>
TOTAL CURRENT ASSETS	<u>1,467,772.44</u>
Fixed Assets	
Land	615,195.00
Buildings	2,829,533.00
Equipment	<u>92,627.61</u>
Total: Fixed Assets	<u>3,537,355.61</u>
TOTAL ASSETS	<u>5,005,128.05</u>

LIABILITIES

CURRENT LIABILITIES	
Accrued Liabilities	2,486,906.07
UI Payable	20.70
UI Payable — Lost Time	435.55
CPP Payable	24.18
CPP Payable — Lost Time	458.56
Income Tax Payable	4,131.67
Income Tax Payable — Lost Time	<u>1,934.09</u>
Receiver General Payable	7,004.75
EHT Payable	24,682.59
Union Dues Payable	1,709.06
AWCU	-2,058.72
Charitable Deductions	2,655.31
WCB Payable	24,972.41
Loan from CAW National (Strike)	664,841.00
Due Re:Duplicate Council Fund	500.00
Retired Members Fund	<u>3,398.44</u>
TOTAL CURRENT LIABILITIES	<u>3,214,610.91</u>
TOTAL LIABILITIES	<u>3,214,610.91</u>

EQUITY

NET ASSETS	
Net Assets	1,324,169.83
Surplus	<u>466,347.31</u>
TOTAL NET ASSETS	<u>1,790,517.14</u>
TOTAL EQUITY	<u>1,790,517.14</u>
LIABILITIES AND EQUITY	<u>5,005,128.05</u>

CAW Local 222: Income Statement September 1-30, 2000

REVENUE	
INCOME	
Membership Dues	917,819.09
Initiations	120.00
Oshawa Area Skilled Trades	13.64
S.U.B. Receipts	1,868.64
Hall Maintenance	2,533.25
Staff Wage Recoveries	1,649.40
Miscellaneous Collections	2,522.00
Oshaworker	1,981.25
Rent	8,067.11
Soft Drinks and Vending	146.50
Telephone Income	<u>1,091.48</u>
TOTAL REVENUE	<u>937,812.36</u>
TOTAL REVENUE	<u>937,812.36</u>

EXPENSE

OFFICE AND BUILDING

Employee Salaries	51,358.89
UI Expense	2,458.49
CPP Expense	2,265.98
WCB Expense	1,219.30
EHT Expense	2,332.89
Other Benefits	<u>28,429.14</u>
Employee Benefits and Insurance	36,705.80
Hall Expenses	11,972.52
Miscellaneous purchases	27,421.15
Building Maintenance	7,435.38
Realty Taxes	3,409.00
Soft drinks and vending	531.56
Telephone	7,769.57
Office Supplies and General Expense	15,820.18
Officers Expense	6,057.25
Professional	<u>11,915.35</u>
Total Office and Building	<u>180,396.65</u>

ORGANIZATIONAL

Per Capita — A G Simpson Council	90.30
Per Capita — GM Intra Corp Council	1,209.72
Per Capita — CAW Assessment	524,240.60
Per Capita — CAW Council	<u>9,196.87</u>
Total Per Capita	534,737.49
Lost Time: Wages and Benefits	68,271.91
Lost Time Expenses M&E&H	25,757.33
Lost Time Expenses — Hotels	<u>20,057.60</u>
Lost Time Expenses	45,814.93
Education	360.00
Investors Grp Trust—Staff Pensions	15,070.91
Oshaworker — Printing	<u>80.58</u>
Total Oshaworker	80.58
Picnic	-350.00
Publicity	53.50
Welfare and donations	14,610.00
Skilled Trades	57.55
Total Organizational	<u>678,706.87</u>
TOTAL EXPENSE	<u>859,103.52</u>

NET INCOME	<u>78,708.84</u>
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Solidarity

Congratulations to those who rallied at the Ajax Town Council meeting on October 16. Over 100 CAW members, retirees, family and friends jammed the Council Chamber to show their support for the 11 Ajax Transit workers who lost their jobs almost eight years ago. It was an amazing display of solidarity. It's quite a rush when you get a group of people together to fight for a cause that you truly believe in. Some of us brought family members along to experience and participate in the protest. It's very easy to get caught up in the excitement. My daughter Amanda and Tim Thompson's daughter Lacy described the event as being "better than Jerry Springer." That means a lot coming from a couple of 12-

year-olds! Although we had over a hundred people attend, with a local as large as ours, I would have liked to have seen a lot more. Being an activist requires a commitment, but sometimes not a very big commitment. In my 16 years with GM, it's only been in the last year that I've become active in the Union. I was pretty content with doing my job and letting someone else do the Union's job, only getting involved if something affected me personally. Since becoming editor, I've spent a lot of time at the Union Hall preparing the **Oshaworker**, but also meeting different members and becoming aware of various causes and fights that need supporting. It became very evident to me that more of us need to get involved and lend a hand when

Three of the affected Ajax Transit drivers: From left, Jean Rushton, Mirjam Busker and Susan Collins. Shown just prior to boarding a bus to Ajax to hand deliver some of the 37,000 leaflets to the residents of Ajax on October 12.



Strong Support For Ajax Transit Workers

Greetings: At the time of writing this article the Ajax Transit Fightback Campaign is in full swing. The pamphlet drop went very well, with over 40 people blitzing the Town on October 12. We looked forward to the mass protest at the Town Council Meeting on Monday October 16 (see webpage www.cawlocal222.com). By the time that you read this article we will know if our efforts have been successful. As a member of the Fightback Committee, I would like to thank the Local Union's Standing Committees, their Chairs, and other volunteers who have enthusiastically assisted in the Fightback. It could not have taken place without you. Hopefully the Fightback and other measures will result in a settlement for these deserving workers.

October 31, 2000 was the last day of active employment for my friend and brother Gordon Kenneth Vickers. My first article in the **Oshaworker** after I took over the Oshawa Transit Unit Chairperson position from Gord, praised and thanked Gord for all he had done over the years for Oshawa Transit members, and others within the Union

movement and the community at large.

As he enters retirement it is important to reiterate some of his major accomplishments over a long and colourful union career. For Oshawa Transit workers, Gord negotiated paid benefits for retirees and their dependents, an eight-hour per day guarantee for spare board operators, the only meaningful COLA in the transit industry in Ontario and others, too many to list. Gord also brought Oshawa Transit, Whitby Transit (Trentway-Wagar), Ajax Transit and Oakville Transit into the CAW. I am proud to have played a small part in many of these accomplishments. Being associated with Gord is not always easy, but is usually extremely rewarding, because he almost always gets the job done.

I believe retirement for Gord will not consist of sitting in a rocking chair on his porch, but rather he will put even more passion and effort into the causes in which he believes. Gord Vickers is my friend, my

see **STRONG** - page 7

EDITORIAL



BY

Joe Sarnovsky

Oshaworker Editor

someone calls for help. That's the only way we can fight back effectively. It only took a couple hours of our time on October 16 to make such a big impact.

One of the best examples of solidarity I've seen in the workplace occurs in the area that I am currently working, Plant #2 Shift 1 Door Line in Hardware. I've worked in many areas in GM but never have I seen a group of people stick together and unite for a fight as in this group. I'm sure it has something to do with the presence of such strong Union activists as Ron Carlyle, Randy O'Reilly and Jim Freeman to name a few. It's certainly inspiring to see what this area can accomplish through their solidarity. I'd like to see that energy and conviction transferred to other areas within the local and also to other causes outside of the plants.

To the supporters who came out on October 16, thanks again.

To the 11 affected workers; Susan Collins, Bob Proctor, Mirjam Busker, Marg Munroe, Fern Isles, Brian de Montmorency, Linda Worthner, Jean Rushton, Sandy Perry, Teresa Stacey and the late Diane McGrath, I hope that our action on October 16 helped in some way to bring some closure to your lengthy struggle. If it didn't, let us know how you'd like us to help next, and we'll once again be there for you. Perhaps a few more of us too. In Solidarity...✻

OSHAWA TRANSIT UNIT CHAIRPERSON'S REPORT



BY

Ian Beattie



Some Thoughts And Truths

The Town of Ajax sent out a media release on October 12, 2000 saying we had agreed to work with a mediator-arbitrator to settle issues arising from the Supreme Court of Canada decision.

On October 13, 2000 we put out a news release refuting the Town's position as misrepresenting our position. We agreed only to the process of arbitration and only with the understanding that specific terms and conditions would be agreed upon. We couldn't come to an agreement on the terms and conditions because the Town released their media bulletin without consulting the Union. This just made everyone madder than hell, and any chance of a deal fell through. Brother Mike Shields further stated that if this was a play to diffuse our planned rally on October 16 and keep our members home, "it didn't work."

On October 16, 2000 at Ajax Town Hall we packed them in. In a true show of solidarity members of Local 222 stood shoulder to shoulder out to the doorway. The retirees were there, the standing committees, the members of the Executive Board, the GM Shop Committee, the units showed up, along with friends and relatives. It made us proud to belong to Local 222. We wanted to send out a strong message to the Town of Ajax that we will not stand by and watch workers' rights be trampled on. I think the politicians at Ajax would be wise to listen closely to our vocal message or

else we will be back, again and again, until they take us seriously. We mean business. The sooner they come to their senses, and stop referring everything back to their lawyers, the sooner we can all get on with other things. Our members want nothing more than to get on with their lives, I know that.

I think the Mayor of Ajax made a foolish mistake when he attempted to hoodwink our members by reading out the Town's position. It just provoked an already-snubbed membership. The gloves came off and a heated debate followed with a loud bang. The mayor tried to read out that the court had not awarded redress, and unfortunately there is some truth to that line of reasoning. But it's only half of the truth. The courts often leave the question of redress up to the parties to work out between them. Most employers who have had a ruling against them consult with the Union to negotiate proper redress. This, of course, allows the parties to work out an agreement both parties can live with. If the parties can't agree they go to the labour board and ask the board to impose a settlement. In our case this has been impossible because the Town refuses to recognize Local 222 as the bargaining agent, instead forcing its taxpayers into a costly legal process with no real legal means to demand redress.

Had the Town recognized the Union, we could have forced the issue of redress at the

OSHAWA TRANSIT UNIT VICE-CHAIRPERSON'S REPORT



BY

**Gord
Vickers**

bargaining table with the potential threat of a legal strike if we couldn't settle. Right now we're stonewalled and the Town knows it. I think what's behind all this is called "cover your rear."

We have numerous labour relations board charges pending. There has been thousands of dollars in legal costs already paid out with much more pending. They never admitted, until appearing before the Supreme Court, that they "sought a union-free environment." The Town has refused to meet with us directly across the table as of October 18, 2000. They have let it be known they prefer another Union, other than the CAW, to represent the workers.

All this as the Mayor of Ajax says he will not be bullied by the CAW. The question I ask is who is the real bully here.

In closing I would like to thank Jim Nimigon, Gary Lilley and Sandy Carricato for their thoughts and comments before the Ajax Town Council. We all couldn't agree more. ♣

Strong Support For Ajax Transit Workers

— continued from page 6

mentor and my Brother. I can only say from the bottom of my heart that I wish Gord a long, happy and well-deserved retirement.

The Oshawa Transit Unit will be having a Unit meeting in November. I have been asked if we could have it on a Sunday to allow more people the opportunity to attend. The cost to the Local to open the Hall on a Sunday may be a problem, however I will try to satisfy the wishes of the members. Sunday meetings have been

tried in the past. If attendance is as poor as in previous occasions I will not hold any again during the duration of my mandate.

As many will know, our Collective Agreement expires at the end of March 2001. Early in the New Year, we will start to put together proposals for improvements to the Agreement. Start thinking now of changes that you would like to see included, remembering that not all suggestions will be included in the final demands. ♣

Update "Fight Back Campaign"

Last month I wrote that an action committee was being put together, mentioning only four people. I should have known better with Gord Vickers heading up the "Fight Back" campaign. I have a list with 24 names on it. I do apologize. Everyone worked hard; some called and spoke to the Ajax politicians, others were involved in communication, advertising, etc. There must have been at least 50 people when we delivered flyers throughout Ajax on October 12.

About 100 to 150 brothers and sisters came to the Ajax Council meeting on October 16 in a show of support. Thank you Sandy Carricato, Gary Lilley, and Jim Nimigon for your fantastic speeches, you said it all. There was a question period near the end of the meeting, Maureen McBride, who is running in Ward 3 for local Councillor asked how

much all of this is costing the taxpayer. She was told that the information was not available at the moment. Another resident put the same question forward and was then told that it would be available at the next Council meeting which is being held Monday, November 6. I definitely will be there.

The Town of Ajax Transit passengers wanted us to stay. If Town Council were personally held responsible for the cost of this I'm sure it would never have gone this far. None of this would have been necessary had all the drivers been rehired. Why were they not rehired? And why was it necessary to drag this through the whole court system? The October 15 News Advertiser has an article on the front page saying that the finance manager stated in a written report to Ajax Council's general government committee that the estimated surplus of \$1,215,200 has been driven by a signifi-

AJAX TRANSIT UNIT CHAIRPERSON'S REPORT



BY

**Susan
Collins**

cant increase in operating revenues. My question: "What's the hold-up?" Give us our lost wages and benefits so all of us can get on with our lives.

I am sure I speak on behalf of all the affected drivers, by saying **Thank You**, to the National and each and every one of you. However it does not even begin to say how impressed and overwhelmed we are by your show of support. **Thanks.** ♣

Support For Ajax Transit Workers

It has been a busy month, but a very productive one. In October I attended a Global Solidarity Course in Port Elgin. It was very informative and at times disturbing when you see the horrendous violence that occurs because of oppression. Man's inhumanity to man is but wrenching to say the least.

We'll be starting contract talks on October 20 and hopefully we will be able to resolve any outstanding issues. Wages and benefits are always front and centre but we do have some language issues that need to be resolved this time around. I'm confident with the support of the membership and the diligent work of the Bargaining Committee, we will be able to send a strong message to the company on the issues at hand.

As you all know I have been working on the National Union Fight Back Campaign for the Ajax Transit workers. I want to take this time to thank my unit for the patience and understanding for my absence in the unit as chairperson. I have been in contact with my committee, and management to assure everything is running as smoothly as possible in my absence. I would also like to thank the chairs of the Standing Committees and their members for being there with us, getting out the pamphlets and meeting with the council delegates in Ajax. Kathy Fowle and Christiaan Timmermans did a great job interviewing the candidates. Joe Sarnovsky was great doing the photographs and getting in touch with the media. Jim Freeman, Tina Moore, Lynn Hogarth and Ron Davey, you were

all great. Thanks again for help making October 16 at Ajax Council come together.

On October 16 we sent two buses from Local 222 to Ajax Council. The response was outstanding. We had good numbers and we formed an information picket on Harwood Avenue and got a good response before we entered the council chamber.

Once inside the council chamber it was standing room only and packed. When council finally got to our delegations, Sandy Carricato a resident and a CAW member from Local 1090, spoke first. Sandy is an eloquent speaker and drove the message home to council and I'm sure embarrassed these poor excuses for politicians. When she was finished, I'm sure they questioned their existence on City Council. Next came Gary Lilley, National Staff Rep for the CAW. He revisited the 23 court dates all the way to the Supreme Court of Canada decision and how the politicians on Ajax Council must feel they are above the law. He also was relentless in questioning the reason why the stall tactics are still in place.

Then it was Jim Nimigon's turn. He was First Vice President at Local 222 when this all began and Gord Vickers felt Jim should speak on the issue. Jim also revisited his experience in this case and asked the affected members of Ajax Transit to stand so council could look them in the eyes, the people they treated so unjustly. When Jim was finished, the mayor knew he was defeated. He started talking about the past court cases which don't mean anything now that we have won, and of our

TRENTWAY WAGAR-WHITBY TRANSIT UNIT CHAIRPERSON'S REPORT



BY

**Tim
Thompson**

agreement to arbitration which is false.

This was when Gord Vickers and I spoke and Gord embarrassed him so much he had no choice but to leave council chambers. I spoke out saying, "Where is your mayor now? He's a coward!" He walked away leaving the rest of council to bear the brunt from our delegation.

At the end of the night we felt it was our victory because we, with the help of the media, exposed the mayor and his flunkies for the unprofessional politicians that they are. Only time will tell how much impact we had that night.

The good news from this is that Mackie Chairperson, Vivian Terrelonge, is going to run for mayor in Ajax, and hopefully we in the CAW can run a good campaign for Vivian and get the numbers out for him. November 13 will tell the story.

Whether we're taking on the company, fighting for our rights in the political arena or just trying to do our jobs, support our families and maintain our dignity, I know we brothers and sisters of Local 222 in the CAW will always keep fighting back! ♣

South Blair Union Action Centre Available To Assist Members

Hello again Brothers and Sisters. It's that time of year again, time to get ready for winter. We hope everyone had a wonderful summer.

With the passing of time, there are always changes. The South Blair Plant is but a skeleton of what it was. Most of the brothers and sisters have transferred to Boundary Road and are settling in. Surprisingly there are quite a few who are actually saying they don't mind it as much as they thought they would.

We are still hearing rumours of new work coming to Mackies but at this time, that seems to be all it is — rumours. Meanwhile we still have 96 brothers and sisters on layoff.

The Action Centre at South Blair has been getting a good response. We have been able to assist some laid-off workers in getting their job interviews, upgrading resumes

and even job placements. It is a wonderful feeling to be able to tell a laid-off worker that we have succeeded in finding him/her a job. We would encourage anyone who hasn't yet used this service to drop by for a visit.

Also we would like to ask for your support for Vivian Terrelonge's bid as he has thrown his hat in the ring to be the next Mayor of Ajax. There have been some terrible injustices committed by the present Town of Ajax regime and we desperately need someone who will fight for our brothers and sisters there.

As some of you probably are aware, the Supreme Court of Canada ruled favourably for the transit workers that were let go by the Town of Ajax. Approximately eleven employees were turfed out of their jobs by the town. These were older brothers and sisters who had accumulated 15 plus years of service. The Town refuses to pay their pensions or pay any of their lost wages,

MACKIE AUTOMOTIVE SYSTEMS UNIT REPORT

BY THE
**Mackie Automotive Systems
Bargaining Committee**

even though the Supreme Court of Canada ruled in their favour. These people need our support.

Also, as this is the month for municipal elections. Brother Ken Parks has made a bid for Councillor of Wards 2 & 4 in Oshawa. Anyone living in Ken's ward is invited to get out and vote on Monday, November 13, 2000.

Finally, just a reminder that the Social Committee Christmas Party will be held on Saturday, November 25, 2000. Dinner will be at 6:00 p.m. and the dance at 9:00 p.m.. Anyone wishing tickets can get them from Rolf Ballintin. ♣

CAW TCA LOCAL 222 **NOTICE OF MOTION**

The Election for the GM Unit Executive

**Will be Thursday, November 16, 2000
At the Regular Meeting
CAW Local 222 Union Hall
7:30 p.m.**

Nominations from the Floor

**Voting to follow immediately
And continuing until 8 a.m.
Friday, November 17, 2000**

A.G. SIMPSON UNIT SOCIAL CLUB REPORT

Childrens' Christmas Party December 10

Santa is coming! The A.G. Simpson annual children's Christmas party is going to be held on December 10.

At this year's event there will be TV characters walking around to greet and amuse the children. Pictures will be allowed so don't forget to bring your cameras. There will also be a balloon man. We were able once again to secure the services of **Santa** and he has promised to bring a magician along with him. The event will be held again at the CAW Hall on Phillip Murray Ave. in Oshawa.

A light lunch and gifts for the children will be provided by A.G. Simpson. The cost of such an event is very expensive. However the only cost to the employees is a donation of non-perishable food items. There is a great need for this kind of donation, more so this year than ever, especially peanut butter. Watch the bulletin board at the plant and please register your children ASAP. You have to be registered in advance to attend. Hope to see you all there.

Mark December 16 on your calendar as this is the date for the adult dinner and dance. Further information on this event will be available next month. Please plan to attend and purchase your tickets early as the last couple of years the tickets were sold out fast.

Until next time.

P. S. Please don't forget the less fortunate this festive season. ♣

Lear Needs To Stay Progressive

While the *Oshaworker* is a great means to convey issues to our members it is imperative that the members read my internal memos found at the punch clock, Union office doors and near my own office. The internal memos go into far more detail on specific items such as the new absentee policy.

With a U.S. presidential election just around the corner, and interest rates inching up, it is obvious to many in the industry that the incredible economic boom North America has enjoyed for over eight years will begin to slow over the next few years. As many of us have seen, huge companies such as A.G. Simpson, and others are going through tremendous strain, restructuring, layoffs and in some cases, plant closures.

It is important to ensure that Lear Corporation and especially Lear Whitby grows, not just stays in business. Many times labour leaders allow businesses to run themselves, sometimes into the ground, only to criticize management's mishandling when the damage is already done.

I do not plan on having Lear Whitby continue to lose future business and contracts to companies such as Johnson Controls or come begging to the membership for relief in future negotiations when the company slows, while I'm chairperson. If union leaders allow business to run on their own without getting involved we all know what can happen.

Unions must take a leadership role in forging and securing our own destinies.

While many find a recession or these issues a long way in the distance, take heed. GM has already taken thousands of cars out of the upcoming schedule and the Truck Plant for the first time in years will be pulling Saturdays. While GM and other companies have already taken measures to protect themselves, Lear also has agreed to meetings between local plant committees, corporate and the national to ensure we are protected.

We have so far had two meetings which we have been able to focus primarily on plant morale.

One question that is truly perplexing is the fact that while GM workers, hydro, etc. wear their company colours with pride at Lear, the same cannot always be said of Lear employees.

We now make one of the top wages in the industry and have, by far, some of the top industry-leading benefits. Our plant, and I challenge anyone to view other plants for themselves, is one of the quietest, brightest, coolest and cleanest factories we could ever be fortunate enough to work in. Some of the issues being discussed are:

1. Incentive program for perfect attendance, monthly, yearly (already now in place).
2. Re-implementing open houses for our families to better understand our "Home away from Home."
3. The possibility of music put through the PA at low volume to alleviate the sometimes mundane atmosphere.
4. A plant-wide individual survey to each member, (we hope every member fills this out sincerely) with their personal opinions. We have everything to gain and nothing to lose.
5. Attempt to find a Canadian supplier of Lear merchandise. If you have ever seen management's catalogues of Lear clothing etc., there are some great looking jackets and sweaters. It is presently only available in American prices including shipping costs.

These meetings will continue. As we look down the road we sometimes have to be constantly improving both our quality and our environment. We have to find ways to ensure that we continue to get future business and job security while also negotiating some of the best wages and benefits anywhere. Easier said than done.

On October 16 it was great to see such a strong show of support from the Local for the Ajax Transit drivers at Ajax Town Council. With Gary Lilley, Jim Nimigon and Sandy Carricato speaking, the Mayor and Council

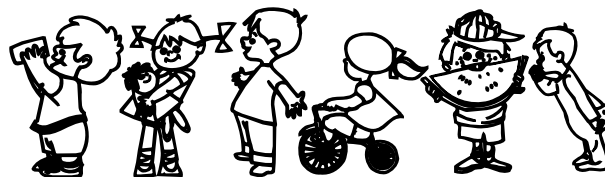
were shamed for their disgraceful refusal to pay members for years of lost wages in defiance of a Supreme Court ruling. Gord Vickers is to be commended for his eight-year fight for these workers rights.

As a final note, with Christmas just around the corner, those who have not yet signed up or given to United Way please contact your steward or supervisor as soon as possible. Once again, Kathy McIntyre, Helen Nickerson, Sherry Grill, Tania Vine, Elaine Spiece, Paula Watkins and Barb McMillan have done a tremendous job on the United Way campaign and my appreciation and that of the communities we support goes out to them. In this time of year we are thankful for all our blessings, family, friends, good jobs. We cannot lose sight of those with so little. ✱

LEAR UNIT CHAIRPERSON'S REPORT

BY

**Shane
Luxton**



CAW Child Care Services

* Licensed Facilities

* Qualified Staff

* Early Childhood Educators

* Parental Involvement * Extended Hours

* High Quality Program * Nutritious Meals

**Available To CAW Families
of General Motors
and Peregrine,
Local 222**

**(including grandchildren of
active members)**

(905) 438-1771

**1440 Ritson Road South,
Oshawa**

CAW  TCA
LOCAL 222

123



Appendix "R" Successful

During the week of October 23 we had our Plant GMT Review meetings across Oshawa. Over and above the announcement of the new car project and other investments, these meetings are made available to all committeepople with John Gibb, Pat Blackwood and myself. The purpose is to review the projected workload by plant and enable us to ensure our rights under the agreement in terms of job security and full utilization are met!

Outside Contractors Meetings

As your committeepople will tell you, these meetings have gone very well! Since we took office and since 1999 bargaining they have gone even better! At our meeting on October 19, 2000 we did not have any new jobs to be discussed. To give you an idea how valuable these meetings are, just recently the company tried to outsource the installation of 8x4" PVC conduit runs of approximately 500

SKILLED TRADES AREA CHAIRPERSON'S REPORT



BY

John Scanlan

feet long. Construction took the position that this is not customarily performed and should be outsourced. The fact is that we have performed this type of work on numerous occasions and with the support of 49C electrician Dave Neuman, we proved several areas where we performed this type of work. Coming out of bargaining we agreed that Appendix "R" issues would **not** be allowed to fester. This particular issue was resolved in a few days without a grievance, and 49C electricians Dave Neuman and Steve Bruce did an excellent job in the trench under difficult weather conditions.

IMM Training

Although the IMM training is in high gear and the target date for completion is January 2001, we will be monitoring this very closely and reviewing the status through Jack McEachern. Jack is doing a good job, and has been answering questions from the Truck Plant. I encourage you to direct any training questions to Jack McEachern at 3976. He will then forward any concerns arising out of this to myself, Pat or John.★

Supporting Our Workgroup Process

In my last report I showed the number of skilled trades who had rights to return to General Motors under the language negotiated in 1996 and again in 1999.

Out of a total skilled trades workforce of 230 (including 19 apprentices) only 72 skilled tradespeople would have enough seniority to hold a job at General Motors.

With these kinds of statistics it isn't difficult to understand that we need to keep the doors to Peregrine open and producing product.

The leadership of our union recognized that we needed a system by which the people on the plant floor could use their talents and knowledge to solve problems. The system developed is currently supporting 20 workgroups, involving 192 people (approximately 20 percent are skilled trades).

I am continually working to provide long-term security for the skilled trades membership that I represent. This is why I am supporting our workgroup process wholeheartedly.★

PEREGRINE SKILLED TRADES REPORT



BY

Rick Adkins

Pontiac Returning To Oshawa

The long-awaited announcement that the Pontiac Grand Prix will be coming to Oshawa has been made, and this is just the beginning of the good news for Oshawa! Even though we have not heard officially on a new paint shop yet, it is bound to come in the near future.

General Motors is not going to put their top five midsize cars in a plant that cannot work three shifts if necessary to supply demand. They also require an "environmentally friendly" paintshop now! We believe we will get the new paintshop, and its announcement is just timing, partially due to the presidential elections south of the border, and the negative political impact with the UAW.

Master/Company Meeting

The Master Bargaining Committees from

across the General Motors chain held a meeting in Montreal on October 16 and 17, 2000. The President of General Motors, all the top labour reps, and the plant managers and personnel directors gave a "state of the nation" for each of the General Motors locations.

This was a very positive meeting, and the Company seems to be trying hard to change their relationship with the CAW. It's no secret that prior to 1999 Bargaining, of the Big Three, the worst relationship between the Union and Company was with General Motors. Today, the message being sent from the top of the house is they want to change the atmosphere in the plants, from what we used to have.

Eric Stevens, the new Car Plant Manager, does appear to be more of a people person, and his style of management should be drastically different than the Greg Deveson of 1998.

DISTRICT #10 REPORT



BY

Pat Blackwood

Skilled Trades
District #10 Committeeperson

Final Report Card

In October 1998, when the Car Plant morale was at an all-time low, I gave Greg Deveson a Report Card comparing him to the Brampton Car Plant manager at Daimler-Chrysler. Here in this issue is his final report

see **PONTIAC** - page 12

Grand Prix And Other News

The announcement of this is long overdue. We have been anticipating this would have been announced back in the summer months, however better late than never. This model will create some jobs in the short term but make no mistakes this company is still into downsizing. We will have reductions in many of the areas this year, as the managers try to get to the head count numbers dictated by Detroit. It seems as if John, Pat and I are, at times, never out of the plant managers' offices, trying to scratch out jobs at every turn. The Grand Prix will bring many of the laid-off tool and die makers back for a bubble up while the tooling and fixtures for this model are brought into the plant. If we had not fixed the Appendix "R" issues at contract, I believe we would be going down the same road as we did with the lamb line prior to 1999. This work is ours and we will be doing it. The company have told us the recalls will not be until the new year.

Training

Things in this area are going very well. We have been trying to get all the IMM trades in the Truck Plant the welding training. Now the company has also agreed that this should happen. With Jack McEachern constantly pushing from our side, we should be done in

time for the transfers to kick back in. The issue of overtime hours when the two classifications become one is still being discussed. We will keep you informed.

Any questions on your training needs can be directed to Jack at phone # 3976.

South Stamping

The expansion is going very well. It is good to see those big cranes swinging around in Oshawa again. We hope the new blanking line will also drive some new jobs.

In General

We have been out of the plant, attending a state of the nation with General Motors. Maureen Kempston Darkes addressed the meeting. While the tone was one of optimism, it was guarded to say the least. Her thrust was that the competition are constantly at our door and we must do what it takes to secure our place in the market. We, as a Union and Tom Hoar in particular, raised the question of a new paintshop for Oshawa. We know that without it, a third shift is unlikely. With today's informed consumer, it is not possible to build cars to the standard that is demanded by the consumer in a 20-year old paint facility.

We also have continued with our demand that we need and must have our apprentice

DISTRICT #12 REPORT



BY

John Gibb

Skilled Trades
District #12 Committeeperson

program back up and running, not only to relieve the large numbers of laid-off tool and die who would be the primary candidates for this, but to put us in a position to secure future model allocation with a strong well-trained workforce.

It seems the other auto manufacturers have seen the light on this issue but in true General Motors style they will not see the light till they are forced to. Let's hope it's soon.

The Four Steps

1. Ask your supervisor to fix the problem
2. Ask him to call your committeeperson.
3. Meet with the supervisor and your committeeperson.
4. File a grievance.

We only move from step to step if one fails to get a resolution.

If you need to speak to me I can be reached at phone # 6614 or my pager at *97-6614. 🍁

Pontiac Returning To Oshawa – continued from page 11

card as of October 2000, showing the progress made during his training period.

The following Report Card is my opinion!

Greg Deveson	Oct 1998	Oct 2000
Communication with Employees	C	B+
Communication with the Union	F	A
Productivity Improvements	C	A
Quality Improvements	C	A
Concern about Employees	F-	B
Working with the CAW	F	A
Keeping Plant Morale High Among Employees	F-	B
A= Excellent C= Needs Improvement		
B= Good F= Total Failure		

Comments: Recommend promotion to new plant. Greg still has not fully learned how to motivate and create a positive morale in the workplace but his chances of achieving this are possible!

49R Not Populated

Now that we have all the electricians and Pipefitters recalled to permanent requisitions, 49R is no longer populated, and with the five-year forecast, will not be populated in the future. (This is barring any unforeseen circumstances, like a plant closing, loss of shift, which are not forecasted!)

South Stamping Expansion

The multi-million dollar South Stamping expansion is currently in its second phase, with phase three to come. Phase three will require the relocation of the Truck Plant Tank Farm, which is excellent work for our mechanical and electrical trades.

Regional Engineering Centre

Our CMS construction trades have done an excellent job in the New Regional Engineering Centre, even though obtaining material has been a nightmare, and there have been several structural changes. All in all it seems to be progressing well.

SPA By Seniority

Once again you'll be selecting each of your SPA weeks separately, by Skilled Trades seniority. We hope things go more smoothly than last year, but in the end, it's two weeks paid time off. You choose the date, not the Company, as in previous contracts. If there are pitfalls we will try to correct them!

In Closing

Remember, if you have a problem, first see your supervisor, then call your Committeeperson. If you still require assistance call me at 644-3780. 🍁

Taking Forward Steps

Battery Plant — Filter Replacement

We have received a six-page procedure for the removal and replacement of filter bags in all the Pulse Jet style Bag-houses in the Oshawa Battery Plant.

This procedure is under review by our Joint Health and Safety Committee. This procedure was requested by our committee because of the shoddy and unprofessional manner in which the filter bag replacement was carried out during the summer shutdown.

On first review of this procedure it defines the steps and safeguards that will be put in place to ensure the health and safety of Battery Plant workers when the filter replacement job comes up this Christmas. But—make no mistake—the best procedure in the world will not be any good unless the company and workers who perform this job follow the Safe Work practice outlined in the Filter Bag Replacement Procedure. We plan on making sure that all safety procedures are followed to the full letter of the law!

Car Body & Hardware — AGV E-stops

Finally, work is to begin on the retrofit of all AGVs (Automated Guided Vehicles) in Car Body and Hardware of the Lockable E-stops (Emergency Stop Buttons). The intent of this retrofit to the AGVs is to give our tradespeople control of motion by the use of the lockable e-stop on the AGV. Understand, whenever working on an AGV you must perform a risk assessment to determine the potential hazards involved when maintenance work is to be performed, and what steps you need to take to isolate and control all potential energy hazards.

Pre-Work And Hazard Awareness Procedure

It has become painfully clear to us that the Pre-Work and Hazard Awareness procedure needs to be tweaked. The initial scope of this procedure was to Pre-Walk Central Maintenance projects to identify any potential hazards related to the job being undertaken by Cons-

HEALTH & SAFETY REPORT



BY
**Larry
Carroll**

CAW Skilled Trades
Health & Safety Representative



**Al
McPhee**

Alternate CAW Skilled Trades
Health & Safety Representative

truction. Recently, Central Maintenance could have benefited from following their own procedures on a number of occasions. We believe this procedure needs to be expanded. The identification of all energy lockout points is but one of many possible hazards that need to be addressed before our tradespeople can begin their work assignment. Identification of known Designated Substances in the workplace seems to have been forgotten. This procedure was to be a pro-active measure to ensure our workers are not subjected to exposure to hazardous substances in the completion of their work assignments. Well, knee-jerk reactions and last minute testing of such substances seems to be the norm lately! We will take steps with upper management to return to this procedure and have it implemented with its original intent!

Our tradespeople will continue to ask questions to protect themselves and the other employees working in the area because workers have a "right to know" what hazards exist before a job begins!

South Stamping Updates

An agreement has been reached on a long outstanding safety issue. The transportation of all dies moved by Stamping Tool & Die workers has become a two-person operation. Also, when flipping die halves using the large die chains, a competent worker shall assist the die maker in spotting the load and assist in the slinging of the die.

A special thanks to Jim Mitchell and Dan Lawson, CAW stamping reps for their input and support on this issue, as well as to Paul Goggan and Rick Cowle, CAW Health & Safety reps.

Till next month, play it safe. ♣

Grand Prix Brings Construction Work

The announcement of the Grand Prix coming to Oshawa for the 2004 model year was long-awaited good news. As with any new product launch comes lots of new project work for construction and work for line repair visiting the various job shops where the equipment will be put together. Hopefully this new product launch will be a strong performer and finally bring the long-awaited third shift in the Car Plant. This would go a long way in ensuring job security for all trades in Oshawa.

Battery Plant

On October 16, 2000 the Battery Plant notified the Shop Committee that the shift start time hours would be changed. The new start up times will be 8:00 a.m. to 4:00 p.m., 4:00 p.m. to 12:00 midnight, 12:00 midnight to 8:00 a.m.. We know this is upsetting to some who have worked the original hours for a long time, although some who travel from afar have welcomed the change. Most people don't like to hear it, but unfortunately the company has the right to change the shift times.

As you all are aware there is a health and

ZONE 40 REPORT



BY
**Terry
McDonald**

Skilled Trades Committee person,
Zone 40

safety issue being dealt with concerning lead levels in the plant. Larry Heffernan and the rest of the Health and Safety committee are dealing with this issue, and are following it very closely. Larry is keeping me up-to-date on this and has told me that when all the required testing is finished he will have a

see **GRAND** - page 14

Grand Prix Recognizes Workers' Efforts

I would like to start off this month's update by congratulating all employees in Plant #2 on winning the new Pontiac. The assignment of the Pontiac to our plant is recognition of the hard work and dedication of all of you to building an excellent quality, low-cost vehicle. You should be particularly proud of this given the thankless conditions that many of you have endured over the past few years in the Car Plant.

Although having a new product in the plant is good news for all of us, it still doesn't provide a guarantee of jobs for everyone. The company is continuing to focus most of its energy on slashing jobs to meet its arbitrary manpower goals. While Car Plant management is walking around patting themselves on the back for setting a new record within the corporation for fewest hours per vehicle, Car Plant workers are seeing an increase in stress and repetitive strain injuries from the new work on their jobs.

You would think that the company would set their headcount goals by looking realistically at each department and deciding how many people are required to build the car in the department. That's not the way they do it though. Instead, someone just says, "Cut six percent in every department," whether it's possible to build the cars or not. As a result, jobs are going down the line and in some cases out to GenAuto with defects because operators simply do not have the time or the space to complete the new work put on their jobs.

In Hardware and I'm sure in other areas

too, they have cut so deeply already that they have nowhere else to go but to reduce URs. That means there aren't people available to chase the increased repairs, and many of the supervisors are trying to do the repairs instead. This of course violates the collective agreement, and your committeepersons have been monitoring the groups to put a stop to this type of activity.

I have mentioned this before, but I think during this time of job slashing it is worth saying again — I wonder when the company will start cutting some of the extra high-priced salary help. There seems to be quite a few people without real jobs driving around in company cars. Maybe I'll suggest to Eric and Karl that they could improve their quality if they got rid of some of their extra salary positions and put some URs back in Hardware!

Plant #2 Saturday Schedule

There seems to be quite a bit of confusion about the Saturday overtime schedule in November for Plant #2. The rumours that Plant #2's Saturdays have been cancelled are not true — the Saturdays are still scheduled.

Ajax Town Council Meeting

I attended the Ajax Town Council Meeting on Monday, October 16 in support of our brothers and sisters who drove for Ajax Transit. For those of you who are not aware of this situation, in 1992, the Town of Ajax took over the operation of Ajax Transit. In the

DISTRICT #4 REPORT



BY

**Jim
Hoy**

District #4 Committeeperson, and
Second Vice President

process, they refused to hire more than a dozen of the drivers who had worked for Charterways, the previous owners of the transit company, and who were represented by Local 222.

The CAW took this to the Ontario Labour Relations Board, the Ontario Court of Appeal and finally the Supreme Court of Canada in support of these unemployed workers.

The Supreme Court of Canada, the highest court in the country ruled in favour of the workers, but the Town Council refuses to honour the court's decision and will not pay lost wages, benefits or reinstate the seniority rights of these workers. Some have been left without medical benefits or pensions and have exhausted their life savings while being forced to live on social assistance.

I was shocked by the Ajax Mayor and Town Council's attitude toward these workers and the court decision, and I ask that you all take part in any activities planned by Local 222 in support of these brothers and sisters.

Their situation is a clear example of why Unions are still a necessary part of the workplace today.

On a personal note, thanks to all the employees of Department 90 for a great time at your farewell party for Al Bacon. Best of luck in your future endeavours, Al! 🍁

Grand Prix Brings Construction Work – continued from page 13

report on the case, and if there is a need for further action pertaining to where we go next, then it will be discussed at that time. It is certainly comforting to know that when you have concerns such as these that we have a competent Health & Safety committee to turn to. I would like to personally thank Larry and the committee for the fine job they have been doing.

South Stamping

The expansion for the new bay press lines continues. Once the building is complete and the presses are installed then there is talk of additional manpower. There is a very strong rumour with an announcement possibly coming in November that a new blanker will also

be added. If this were to happen it would mean that the existing tank farm would probably have to find a new home.

Management has told me that they expect to start work on the new servo rail conversion before the end of the year. All in all, things look good for South Stamping.

Truck Plant

There is some talk on the shop floor about Saturday production being decreased come the New Year. In discussion with the company on this matter, we have been told that the 2001 schedule has yet to be determined, but it is status quo for the remainder of the year. Training for the Industrial Mechanic program continues with a lot of MRs being sent on the conveyor

course recently. Jack McEachern continues to oversee this program and has been a great resource to the Union in this regard. The main thing for everyone to remember about the IMM training is that no one is being expected to take over and do the job of a millwright if he is an M/R or vice versa when all this training is completed. This is a slow integration process that will take some time.

In closing I would like to remind everyone that Christmas shutdown is coming up, and if you are interested in working make sure you sign up for construction in case you are not asked to work line repair.

Until next time, see you on the shop floor, and if you need me I'm at *97-2636 or 644-2636. 🍁

Plenty Of Movement In District

I would like to first of all wish all the people who have retired over the last year all the best.

Many new people have come into District #6 over the last year through transfers, placement, manpower flows and retirements.

I have never heard of so many people moving on transfers. It shows the Shop Committee moved in the right direction by opening up more than service departments. Are there still some problems, yes. One problem is if you are a restricted employee and your transfer is called out and you accept the transfer, the Plant Doctor is called in to review if the new job is suitable. If he deems it unsuitable, let's say four weeks after your transfer was originally called out, the company places a two-month freeze on all of your transfers from the date the Plant Doctor deemed the job unsuitable (not the date that you accepted the transfer) so

instead of a two-month freeze you end up with a three-month freeze on all transfers. I have grievances going to the fourth step on this issue.

Discipline:

There has been a lot of discussion in regards to discipline and review dates with upper management. All the committee people and myself have been told that the supervisor will be allowed to remove discipline, and give review dates at the floor level; and that is where it should be dealt with, through the people who see each other every day.

The only problem being all the new supervisors with no line experience or personal living situations (i.e. marriage break-up, money and other social situations). These supervisors who may be good on computers and paperwork, and doing what they are told and go gung-ho no questions asked, need to slow

DISTRICT #6 REPORT



BY

Doug Sanders

District #6 Committeeperson

down on the people who are building these quality-built vehicles and have been for many years before these supervisors even started pre-school. Our members know what is required of them. They do not need a fresh-out-of-school kid telling them to speed up and work faster. The standards are set based on GM's own data. This is like the story of the tortoise and the hare; it is the slow and steady pace that wins the race. It only takes 30 years to get there, safely and in good health, we hope.

see PLENTY - page 16

When Is Enough Enough?

This IE department should all be fired for the mistakes they have made setting jobs up. Or maybe they try going for the jugular and if caught will retreat a bit. Island 1 in Hardware is a perfect example of this where they actually had to add a person, their times were off so badly. At the time of writing the company is looking at 14 job changes in hardware in the month of October. If Island 1 is any indication on how this company is going to implement changes they are very optimistic to dream that these changes can be done in one month.

It never ceases to amaze me that while the

population of the people that actually build the trucks goes down the population of the white shirts goes up. I can't help but laugh when you approach an IE person to review the elements of an operation, they come back with "I'm too busy." Try one of these jobs you set up and I will show you busy. I am still working with your respective elected reps on issues in the material handling areas and I trust we can put these issues to rest in the near future. Again it involves issues of work overload.

The TPT program has been implemented on all three shifts with a few issues to discuss

DISTRICT #1 REPORT



BY

Greg Moffatt

District #1 Committeeperson

but I am confident we can reach a resolve on these. It is nice to see our members getting time off when requested. In the plant I can be reached at pager *97-2480 or at my office at 644-2480. ♣

Your Human Rights/Employment Equity And Female Advocates

Truck And Battery Plants



Harvey Ross

Harvey can be contacted at 644-1411 or pager *97-8685.

Diane can be contacted at 644-4175 or pager *97-8399.

Outside GM use

1-800-361-6793 to access the pager network.



Diane Cunningham

Car Plant, South Stamping And Tri-Link



Chris Smith

Chris can be contacted at 644-1114 or pager *97-1114.

Tina can be contacted at 644-4330.

Outside GM use
1-800-361-6793

to access the pager network.



Tina Moore

Due to multi-shift operations it may be necessary for you to leave a message.

Please include the area you work, shift number and a phone number you can be contacted at. Thank you.

Unity Helps Fight Standards Disputes

In all walks of life, there is some element of trust needed to accomplish anything. Without this you must second-guess every decision made by the other party. We have witnessed this in some of the standards people who go out and try every trick in the book to shave times off your job. A perfect example of this was the dispute in Island 6 in Chassis where the IE representative slashed the times. After the members disputed the times, the union was successful in identifying where the "mistakes" were made, and these were corrected. If this wasn't bad enough, the same IE representative moved new work into the same island but again slashed the times of the new work.

The members on all three shifts stuck together and with the help of Dave Espie, our standards rep, we were successful in resolving this issue once and for all. The problem is that while all this is going on, the supervisors are believing the company IE reps before the workers. They believe that if the IE department set the job up the times must be accurate. They in turn harass and monitor the production or rates on the certain job and they place the member on notice if the new times are not met.

Of course our contract states that they cannot discipline someone if their job is in dispute and the member is working at a reasonable pace. The company is smarter than that so they discipline the member for some unrelated issue. This exercise is supposed to whip everyone into shape thus resolving the dispute. Fortunately for us the members in the Truck Plant stuck together and a resolve was made in the dispute.

The Document 13 list is out and the Document 12 list will be out shortly. It is encouraging to see the number of members taking advantage of these retirement incentives so that they can enjoy a long and healthy retirement with their families as well as providing job security for our lower seniority members facing layoff. All the members who applied and qualified for the Document 13's for the 2001 calendar year were accepted. This month you will be asked to make your selection for the next two SPA periods. There are no blackout periods and the first SPA does not have to line up with the second one. Bottom line is any time out of here is good. Until next time...✱

DISTRICT #11 REPORT



BY

Keith Osborne

District #11 Committeeperson

Issues Outstanding In District #13

Truck Plant

At the present time we have a number of outstanding issues before us within District #13. The Company has announced that by the end of October the Toe-In operations in Reject will be completely automated. This will result in the lost of 12 jobs. We are having ongoing meetings with the Company trying to offset these reductions by looking for alternatives rather than simply applying departmental and divisional flow rights.

Around the same timeframe the Company announced that 15 new jobs would be added in the Final Conditioning area as a result of a new Squeak and Rattle Inspection process being introduced to the present system. The Company has indicated they were hoping to have this project complete between Christmas and April of next year. With jobs being eliminated and new jobs being added, we have had a number of questions and concerns arise

from our members, such as, how will these new jobs be classified? What Department will these new jobs be assigned to? Who will be entitled to apply for these jobs? Will these new jobs help to protect those members whose jobs are being eliminated? Answers to all these concerns and questions will be provided, as more information becomes available and we ask our membership for your patience. We must keep in mind that if the completion date is December then we can hopefully work around the reductions in October. Discussions between the parties will continue, but, until the Company announces funding approval and a target date to start construction of this project there is not a lot of information we can provide at the present time.

The Company recently removed 57 stock items from the 550 stock crib to a new crib within the Truck Plant that will be controlled by Robinson Management. Management has informed us that the Truck Plant will no

DISTRICT #13 REPORT



BY

Jim Beaudry

District #13 Committeeperson

longer purchase these parts as all purchasing, stocking and dispensing of these parts will now be the sole responsibility of the Robinson management. Management claims that this is simply for cost-efficiency gains since Robinson has committed to a set yearly fee. Management also claimed that these changes will not effect existing manpower. We have informed the Company that this is another example of their blatant disregard of our Collective Agreements. At the present time we have requested a meeting with upper management to address this situation.

I would like to thank our President Mike Shields and our Financial Secretary Terry Spence for giving me the opportunity to attend the Fourth Annual Labour Arbitration Conference. This was a one-day conference, which was presented by Lancaster House and held in Toronto on Friday, October 27, 2000. It was a great opportunity to meet different Arbitrators and get their perspective and views on different issues. Part of the program highlights included updates on the most recent arbitration awards on major issues. I will provide a complete report in the next issue of the **Oshaworker**.

Until next time....In solidarity.✱

Plenty Of Movement In District

— continued from page 15

The week I was on SPA there was a safety problem in the muffler area on Shift 1. I would like to thank CAW Health & Safety rep Tim Munro for the report he provided to help me write up the fourth step grievance for the employee involved. Tim along with Shift 2 H&S rep

Paul Piels and alternate Barry Arseneau work hard to keep the areas safe and are willing to go out and get answers. Experience is the best teacher, and knowledge is golden.

Until next time, I'm only a phone call away, office 644-4694.✱

Activity-Filled Auxiliary Agenda

At our meeting of October 3 an important motion was passed. The motion reads, "Due to sanctions imposed on our Local by the CLC our CAW Family Auxiliary will not participate at Durham Region Labour Council meetings and we will cease payment of the per capita dues until sanctions are lifted."

Sisters, I commend you for the stand that was taken. As an auxiliary we have a duty to adhere to the principles and policies of Local 222 and the National Union.

Thank you to the volunteers who recently went to Hillsdale Manor tuck shop. They were

Laura McDonald, Dorothy McEachern, Joan Cannons, and Sister Alice Boneham, whose job it is to get the helpers. I might add Sister Alice turned 91 in September.

Sister Marg Arnold celebrated her 75th birthday recently.

Donations were made to:

- Oshawa Storm Ringette — 1 hour ice time @ \$131
- Alzheimers Society \$200
- Whitby Mental Health — Re: Christmas Wish Bulb \$300 — We chose a blue bulb for health and a yellow for hope.
- Seniors Giant Christmas Party — \$500

CAW FAMILY AUXILIARY #27 REPORT



BY

**Jackie
Finn**

CAW Family Auxiliary #27
President

Committee Volunteers

- **Entertainment** — Sisters Phyllis Clarke, Joyce Wilde, Dorothy McEachern, Jane Davis, Ilene Watts.
- **Social** — Sisters Marilyn Souter, Heather Kiberd, Debbie Waller and Loretta Stumpf.
- **Sunshine** — Phyllis Clarke
- **50/50** — Lynn Gowans
- **Tuck Shop** — Alice Boneham
- **Sunshine Silver Collection** — Joyce Wilde
- **Press** — Jackie Finn

see **ACTIVITY** — page 18

CAW Family Auxiliary #27

Penny Sale & Card Bingo

Tuesday, November 7, 2000 — 7:30 p.m. Sharp

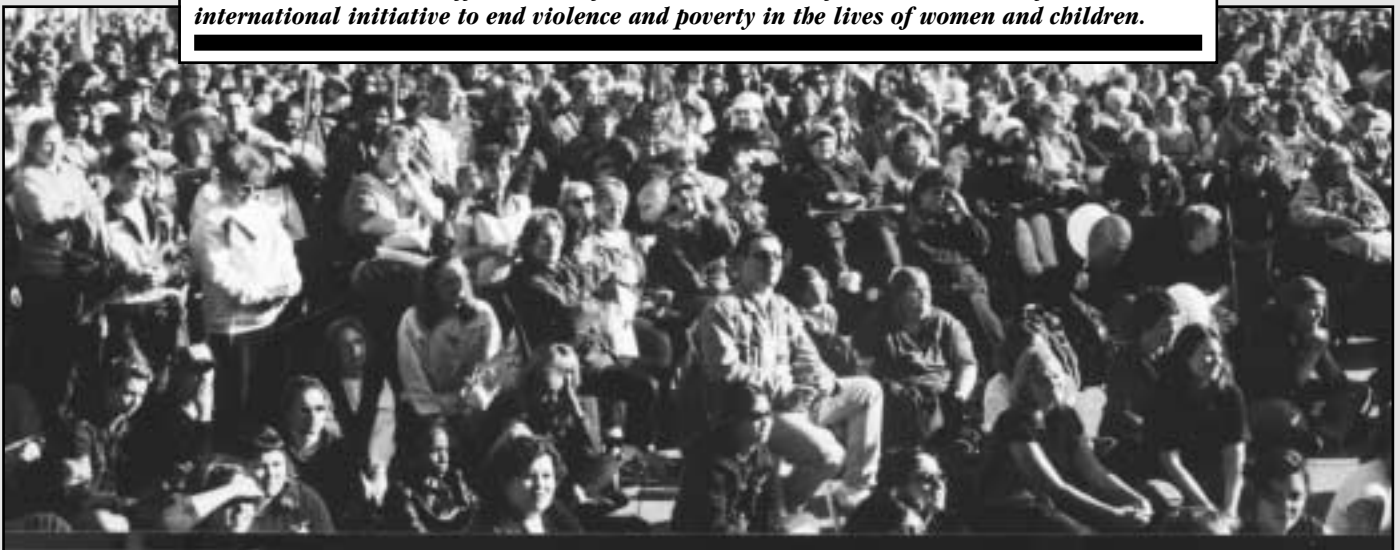
CAW Local 222 Union Hall — 1425 Phillip Murray Ave.

Tickets Available at door

Refreshments • All welcome



Representatives from both CAW Local 222 and CAW Family Auxiliary #27 filled buses on October 15 and headed off to Ottawa for the culmination of the World March of Women, an international initiative to end violence and poverty in the lives of women and children.



Never A Quiet Time At Pensioners' Convention

By now every one of our retired brothers and sisters has received one or two issues of the *Oshaworker*, so you should know the activities that are planned for the fall, winter, and spring months.

I urge everyone to at least read our Retiree's columns, both information and recreation reports. So many of you keep saying you were unaware of what we publish. Please read.

Brother Art Field and I were in attendance at the big pensioners' convention in Sydney, Nova Scotia.

A synopsis of the three-day conference:

We were welcomed by the Minister of Health, the Hon. Jamie Muir, several MLA's and MP's, and the Mayor, David Muise, whose father co-incidentally is Nelson Muise, President of Cape Breton Seniors. Several delegates were over 90 and participated well. Together with the Cape Breton Seniors, and Steel Workers seniors, there was never a quiet time. Hospitality was unbelievable. Cars would stop to let pedestrians cross the road. Unbelievable!

Next year it will be Ontario's turn to host the convention. The CAW has taken the task on. Cities mentioned are Kitchener, Hamilton or London. I believe Kitchener is being favoured.

We were given the opportunity to attend a special one-hour show (just for the convention delegates) of the "Men of the Deeps" choir. They are all mineworkers. They will be on tour the balance of the year, and in the Peterborough area, I believe sometime in November. If the chance is available, don't miss them. They are tremendous!

In total there were 125 delegates, 38 visi-

tors. We closed with a banquet, and the elections for executive were the following day. Our own Brother Art Field was acclaimed as First Vice President. Curtis Decostte defeated Don Holloway, and is now the new president.

We lost two of our four resolutions, one on Drug Patent Act, and the second on holding a Bi-annual convention. The Canadian Drug Manufacturer's Association made a donation of \$25,000.

Please remember the Food Drive.

Now that our euchres are going great, our dances have started again with a good turnout in October. Our next dance will be on November 17, 2000 and it will be a Fifties

CAW LOCAL 222 RETIRES' KORNER



BY

**John
Redko**

Retirees' Chapter President

Dance, so come out with your bib and tuckers.

On November 15, 2000 we will hold our first Pool Tournament of the season, with names being drawn at 9 a.m. sharp, so get signed up early. ♣

WE SHALL REMEMBER

Name	Status	Date	Company
Garry A. Balsdon	Retired	October 14, 2000	GM
Stanley J. Christie	Retired	February 28, 2000	GM
George Duffy	Retired	October 7, 2000	Duplate
Donald G. Fairbairn	Retired	September 7, 2000	GM
Patrick J. Goodwin	Active	October 10, 2000	GM
Garnet R. Goyne	Retired	October 2, 2000	GM
Feliks Grabowski	Retired	October 3, 2000	GM
George Grills	Retired	October 10, 2000	Houdaille and AG Simpson
Glen J. Hammond	Retired	October 1, 2000	Duplate
Frank G. Higgins	Retired	September 29, 2000	GM
Isabel Husband	Retired	May 27, 2000	Duplate
James "Percy" Jenkins	Retired	September 29, 2000	GM
Lloyd A. Johnson	Retired	October 2, 2000	GM
James G. Lakas	Retired	September 10, 2000	GM
Kenneth H. Marshall	Retired	September 28, 2000	GM
Frank R. Mayhew	Retired	September 26, 2000	GM
Gene K. Osborne	Retired	October 11, 2000	GM
Antonius Severs	Retired	September 12, 2000	GM
Archibald J. Woodward	Retired	September 26, 2000	GM
Byron E. Worden	Retired	October 10, 2000	GM
Charles J. Wright	Retired	September 30, 2000	GM

Activity-Filled Auxiliary Agenda – continued from page 17

Sisters, I have ordered the new membership cards from the National, they should be arriving by the end of the month.

Congratulations go out to Sister Marilyn Souter on her marriage to Howard. On behalf of the membership we wish you both health and happiness.

Upcoming events: Penny Sale — Tuesday, November 7 at 7:30 p.m. sharp. Sister Marion Ross will be the ticket convener. Sister Ross has volunteered once again to take care of the donations of toiletries, soaps, personal items brought in by you, the

membership, for the residents at Denise House.

Remember donations of non-perishable food items for Simcoe Hall Settlement House for Christmas.

Tuesday, December 19 the Auxiliary Christmas Party will take place. Saturday, December 2 we will hold the Auxiliary members' Children's Christmas Party. More details will follow.

We welcomed a new member into our group last month, Sister Peggy Cobb.

We sent a letter of protest to Durham

Regional Council objecting to them sending Durham's garbage to Kirkland Lake.

Auto Workers Community Credit Union — Please take the time to read CU Views, our Auto Workers Community Credit Union newsletter. There is so much information outlined to inform you, the members of the services made available to you at our member-owned Credit Union. There is a full column dealing with our Financial Planning Services and with the upcoming RRSP season fast approaching, it will be of value to you. ♣

Autumn is The Best

This is the time of year I love, not too hot, not too cold. I do not go hunting any more, so I do not have to pack up for a moose or deer hunt. I just go for a walk along the Oshawa Creek or take a trip to the Second Marsh. Tom, Bing and Ed took that big trip to hunt caribou in Northern Quebec. A big three-day hard drive in Tom's GMC truck, no problem, just fill up with gas. Their hunt was a great success. They got their count.

I never had the chance to hunt caribou, but have seen where they traveled in migration in Northern Alberta. The foliage was eaten to a certain height. Tom and gang saw many caribou. Your count is two animals each, so you choose the best. The meat is a little dark, with little or no fat. These animals are butchered from the centre of the back, skinned and rolled to the stomach. This saves

a lot of unnecessary butchering. The meat was quick frozen and placed in a freezer carried in a trailer, hooked to a cigarette lighter as you travel to keep the meat frozen while coming home (except when a trailer wheel decided to drop off and get lost in a bog). But being retired autoworkers, they had no problem getting home again to enjoy the roast on a cold winter night, with Yorkshire pudding, cooked in the gravy.

If you are thinking of this hunting trip it is hard work with good equipment, and it costs a few dollars. Try it, you may never go again. I am a little old at 85 seasons, but I can still dream, can't I!

There are so many good books on fishing, I mean well-written by good writers. I purchased one of the best from Field and Stream and some of the stories written in the last 100 years. A lot of the stories tell of brook trout

UNION ROD & GUN CLUB REPORT



BY

Roy J. Fleming

fishing in most small and large streams just outside of any city or town, and I can almost say the same, for when I started fishing there were no rainbow trout in the area, just brook trout in Toadhollow Creek, Hampton Creek, Mill Creek, Blackstock Creeks, and if you got to the Ballyduff Mill Pond that was once a season.

If you belong to the Second Marsh and pay a small fee you receive Wetlands and Wildlife, a wonderful well-written pamphlet about the things that happen daily at the Second Marsh. The book written by Jim Richards, another GMC retiree, is a visitors' guide all about the Second Marsh, its past and present history, with many photos of bird and animal life, plants, plus detailed maps of the area (\$6 at Gagnon Sports and other locations). A membership with many privileges is \$15 a season, or you can make a bigger donation and receive an income tax receipt. Their address is Friends of the Second Marsh, 206 King St. E., Box 26066, RPO, King St. Oshawa, L1H 1C0

Pheasants

In my own backyard I was surprised to see a full-grown, mature cock pheasant strutting about the yard, I watched out the window as the bird wandered off. What memories of yesteryear, of going to Harmony Public School, seeing pheasants in every vacant field, and how we chased them, never to catch one. I owned an English setter, years later, and I took that setter to the vacant fields on Simcoe Street South. So many full-grown birds with tail feathers three feet long. Then came the predators, and spray to kill weeds. The eggs that were not destroyed by skunks and raccoons did not hatch; the spray to kill the weeds made the eggs infertile. So our wild pheasants disappeared.

The part of the story I found out a few days later went like this, the neighbour a couple of blocks away had a cage full of mature pheasants raised as pets. His young lad, one day, decided to watch these birds fly, opened the cage door and chased them out, so the neighbours noticed pheasants in their backyard.

The Cranberry Marsh this past spring was invaded with spawning carp that died when the water level dropped. The water was poisoned and a few local ducks died, but visit this marsh this fall for migrating ducks and other birds. See you at the Second, Pumphouse or maybe the Thickson Woods Marsh. ♣

Here's a fine example of what you can do in your retirement years! John A. Werry retired in 1982 with 32 years of service from GM and now fishes off the Queen Charlotte Islands in northern British Columbia. He stopped by the Union Hall to share how he stays for over five months on the islands, and has been out there 13 times since his retirement. The catch John is seen with above is a 60" long, 120 lb. Pacific halibut he caught this year.



Information On Long Term Sickness Or Injury

When you go off sick you need to apply for Sick and Accident benefits from Clarica as soon as possible. After you have been off for three months, Clarica will send you a letter advising you to apply for Canada Pension disability, and you should if there is any chance you will be out of work for more than one year.

While on S&A you will receive a maximum of one year pension credit. From the second year on up until you turn age 65 you would be on EDB (Extended Disability Benefit). Starting the second year off work, Clarica will carve out the CPP (today \$917.43 a month) whether you have applied for it or not. If you have a denial letter from CPP then Clarica cannot carve it out. You can apply for a General Motors disability pension after five full months but must do so before 24 full months from last day worked or your assumed pension amount will be carved out of your EDB after two years off. To receive a General Motors disability pension you must be totally and permanently disabled from any job function in General Motors. Canada Pension requires you to be totally and permanently disabled from working anywhere, any company (i.e. a job as a salesperson in a lottery kiosk would disqualify you). If you have restrictions you wouldn't even be considered.

Your S&A and EDB rates are determined by your base rate on your last day worked, assuming you worked more than three months with no time off (approved days off excepted, holidays, shutdown, etc.). Today's line worker at \$25.73 an hour would receive \$635/week for S&A, EDB is \$2,450/month. A skilled trade making \$29.40/hour receives \$730/week S&A and \$2,815/month EDB. The CPP goes on top of your S&A from the fourth month to the twelfth month but is carved out of the EDB: \$2,450 minus \$917.43 means Clarica now pays you \$1,532.57 and CPP pays you \$917.43 and your income still adds up to \$2,450 from two sources. If you receive a GM pension also, then all three sources will add up to \$2,450/month or more depending on how many years service you have.

Workers' compensation benefits are similar but also are carved out of S&A or EDB and your pension credits continue on if you're on WSIB for more than one year.

Please contact Bill Mutimer or myself through the Union Hall if you find yourself out long-term. Many situations could have different scenarios so do not take a chance of losing money. Call us.

GM Canada Benefit Centre (Hewitt)

The correct phone number for the benefits centre is 1-877-442-4625 which is toll free. If you question the amount of your pension going into

your bank account, phone and order a statement from Hewitt showing that month's income and deductions. We have been having meetings with Hewitt, General Motors, Mike Shields, John Graham, Paul Edwards and Jean-Luc Dubois about problems we are having with Hewitt. Mechanisms to correct mistakes, reduce mistakes, improve communications with the workers, General Motors and the CAW have been implemented which we think can only help. Tom Hoar and our shop committee, for the second year in a row, through our successful 1999 negotiations, gave everyone in production an opportunity to retire if age 55 with 10 years' service or 30 years regardless of age with the \$50,000 incentive to those who responded back with a "yes." To this point no one has been denied or been disadvantaged. John Scanlan has done a great job working out some kinks created by the company concerning electricians, and we retired two brothers October 1, 2000, with more expecting to go in 2001.

PSPA

This stands for **Past Service Pension Adjustment**. Active workers had their past service pension credits adjusted when we signed the big increases to our pensions starting October 1, 1999. This amount of reduction will equal your PSPA. For example if your PSPA is \$4,000 your RRSP contribution room will be reduced by \$4,000. Revenue Canada has a formula to calculate how much you can contribute to an RRSP in 2000. The formula takes into account your PSPA, PA and other factors.

"What happens if I've already started to contribute to my RRSP for the 2000 tax year?" If your PSPA eliminates your contribution you've already made for 2000 it cannot be claimed as a tax deduction. If your contributions for 2000 are \$2,000 or more above your available room, the excess amount will have to be drawn out. There's no Revenue Canada penalty for excess contributions as long as the funds are withdrawn by the end of this year. Be sure to talk with your financial advisor about your situation. If you have not been paying maximum contributions this may not affect you. I would like to say a special thank you to Mark Shaughnessy of Revenue Canada for his efforts on your behalf in gathering this information for me.

If you need me you can page me in-plant at *97-1277, my office is 644-3642, from outside the plant call 1-800-361-6793 PIN 1277 then punch in the phone number for me to call back. 🍁

PENSION REPRESENTATIVE'S REPORT



BY
Charlie Peel

GENERAL MOTORS RETIREES

Our Best Wishes go out to the latest group of GM retirees. Good luck to each and every one of you. We wish you all the best in your future endeavours.

Name	Dept.	Years of Service	Retirement Date
Allan G. Arbuthnot	4A	18.4	November 2000
Adrian Den Hollander	92	23.8	October 2000
Robert J. Faulkner	25	27.2	November 2000
Gerald S. Gibbs	69B	28.4	November 2000
Marie J. Heard	69A	24.0	November 2000
Lorne M. Hurren	50	35.9	November 2000
Oswald D. Jankie	85	26.2	November 2000
Benjamin M. Lapa	49C	38.2	October 2000

	BY	
	Charlie Peel Pension Representative	
Bill Mutimer Alternate Pension Representative		

Harold Mutton	15	44.1	October 2000
John H. Owen	42	15.4	October 2000
Keith Schell	44C	23.7	July 2000
Damiano Siciliano	4D	30.0	November 2000
David J. Smith	48D	20.5	November 2000
William J. Wright	4C	26.6	November 2000
Kevin L. Young	69A	16.7	October 2000

We would like to also congratulate Rennie Grant who retired on August 1, 2000, from Whitby Transit with 15 years of service; and Don Bailey of Oshawa Transit who retired November 1, 2000. 🍁

Pre-Retirement Courses Very Informative

Our GM pre-retirement course is up and running! Below on this page, you will see an application for signing up. These courses include four nights over two weeks. You will attend while you are on day shift. Your spouse is more than welcome to attend with you!

Over the four nights you will learn more about our GM pension, Canada Pension and Old Age Security.

A member from our CAW legal staff will be there dealing with power of attorney, wills and any other legal matters.

We also have Linda Foston CFP, and Gwynne Cafik CFP, from the Auto Workers Community Credit Union to discuss financial planning and Charlie Peel and myself will walk you through our pension plan!

Finally, the Chief (Gord Lindsay) will talk about changing lifestyles and what to do with your new found spare time.

It is quite an information session and anyone with any amount of service should plan to attend!

It's not just for those looking to retire in the near future! Many of us don't plan to fail, we just fail to plan! So get started on your

retirement planning and sign up today. Hope to see you there!

Death Claims

Unfortunately death claims are still causing problems for our members' surviving spouses. When a retiree passes away, Hewitt & Ass. (the GM Canada Benefits Centre) are cutting off benefits for the spouse and starting them up at a later date under the surviving spouse's name. Prior to Hewitt we never had this problem. It is also taking too much time for the money to get to a surviving spouse. Again, prior to Hewitt, this was never an issue! When somebody loses a loved one, the last thing they need is for benefits to be cut off and money delayed! We are trying to get this rectified, however, in the mean time, should your spouse pass away and you get cut off benefits, tell your pharmacist that you're not cut off, they are just changing the name from your spouse to you! If this fails, all we can tell you is to save all your receipts! Once the benefits are back up and running you may submit these receipts and be reimbursed! As I said, we are constantly trying to get this fixed!

Document 12s

If you have March 68 seniority or better

ALTERNATE PENSION REPRESENTATIVE'S REPORT



BY

**Bill
Mutimer**

and you **did not** receive an application for Document 12, you should call Charlie or myself. If you do not wish to retire during this year's time frame, you may wish to choose Option 4 and get an application next year.

We have seen many brothers and sisters retiring over the past five years, yet it doesn't seem like they are being replaced. These retirements are providing job security for those of us working, but it's doing nothing for our laid-off members! It seems the more members we retire, the more work gets added to those who are still working!

With the announcement of the Grand Prix one can only hope that our laid-off employees will be called back and maybe, just maybe, they may even start hiring!!

Until next time, remember don't fail to plan, sign up for the CAW Pre-Retirement Course today! 🍁

Classes Start November 6 And 20

Just a short note to inform you about Pre-Retirement classes. Letters are being sent out to prospective members and spouses as to where classes are held, times, speakers, etc. Classes will start November 6, 2000 with shift people participating. New classes will start November 20, 2000.

Thanks to lots of behind the scenes work

by President Mike Shields, Terry Spence, Tom Hoar, and Dean Lindsay.

Classes will be held at the union hall from 7:00 p.m. to 9:30 p.m.

Marlene Syme will be my in-house coordinator at the Union Hall. You can reach her at 723-1187 or 1-800-465-5458. Those of you who live in the Pickering/Scarborough area can call me without charge (905) 839-3847.

PRE-RETIREMENT REPORT



BY

**Gord "Chief"
Lindsay**

Thanks! 🍁

Pre-Retirement Planning Course Application

Name _____ Spouse's Name _____

Serial No. _____ Dept. No. _____ Shift No. _____ Plant _____ Column No. _____

Home Address _____
House/Apt. No. _____ Street _____ City _____

Postal Code _____ Home Telephone No. _____

Supervisor's Name _____ Phone No. _____

Years of Service _____ Age _____ Will Your Spouse Attend: ☐ Yes ☐ No

Have You Planned A Retirement Date: ☐ Yes ☐ No If Yes, Please give approximate date _____

Benefit Report

Recently the GM Benefits Office (Hewitt) sent out survey forms for those with children 18 years of age and over. What this survey is asking is the status of your children. (i.e. if they are still going to school, out in the work force and not living at home etc.).

This form had to be returned by October 20th, 2000 or the children who were listed on the form would be cut off their benefits effective November 1st, 2000. As to date, there are many survey forms not received by Hewitt.

It is very important that such form is filled out for those with children 18 years of age and over and who meet the required criteria to be eligible for benefits.

If you have never received such survey form, call us and we will have another survey form mailed to you by the GM Benefits Office (Hewitt).

It is very important to note that children who are 18 years of age and over are still eligible for benefits even if they are no

INSURANCE AND SERVICE REPRESENTATIVES' REPORT



BY
Don Thompson
Insurance Representative

longer going to school, provided they meet the required criteria. Such eligible children can be covered on benefits until the end of the calendar year that such child turns 21 years of age. An unmarried eligible child who after the end of the year in which he/she attains the age of 21, is attending school on a full time basis and who is dependent upon you and normally resides with you. An eligible child may be covered until December 31st of the year in which the child attains the age 25.

We recently had a meeting with GM in regards to the S&A denials. Many were denied as an accident and were given a seven-day waiting period. A representative from Clarica will be meeting with us short-



Doug Crough
Service Representative

ly to review such denied claims. We will do everything we can to resolve the denied claims. If any additional information is required we will contact you and let you know what is required. It is very important your accident description is described in full detail. If more space is required then describe your accident on a piece of paper and staple it to the S&A form.

I would like to personally thank John Graham our National Representative for organizing the meeting. John spoke extremely well and it was quite clear to everyone that he is in touch with the membership's concerns and like all of us, would like to see a resolve as soon as possible. ♣

More Appeals

S&A appeals are still pending and Don Thompson and myself will be dealing with them ASAP. The surveys for those of you who have dependents over the age of 18 have been mailed out. If they are not mailed back, we have been told that the dependents will be cut off. I can't believe that we negotiate benefits for children until they are age 21, but because of an arbitrary decision to mail out a piece of paper, the benefits are cut off if the survey isn't mailed back. Children should not be cut off, they should be covered automatically until age 21.

There were 6,000 surveys sent out, with only 3,000 surveys sent back. This is a *&%@# mess and it's the fault of GM benefits policy-makers.

Bad News

Let's summarize the problems Don and myself have because of General Motors' policies:

NOTICE

HOSPITALIZED OR SICK?

For visiting purposes at Lakeridge Health Oshawa
only please come in person or call:

Phone 723-1187 (CAW Hall).

This applies to both active and retired
members of Local 222.

Local 222 CAW Retired Workers Centre.

INSURANCE REPRESENTATIVE'S REPORT



BY
Dave Thompson

1. **3,445 overpayments** as a result of a miscalculation by policy, which resulted in workers receiving a higher rate of pay on S&A.
2. **200-300 S&A claims denied** because of GM policy definition of accident.
3. **Option Group Life Insurance deductions.** Some members received a letter because there was no pay available for a payroll deduction for the premium. The GM Canada Benefits Centre (Hewitt and Ass.) only look ONCE for money, therefore hundreds of members were cut off and had to send back payments. Some members have now lost their extra life insurance because of a Hewitt administrative problem.
4. **Dependent Survey Forms.** As I said, 6,000 out, only 3,000 replies, General Motors is going to cut your over-18-aged children from benefits if the survey is not sent back. This again is GM policy, administered by Hewitt & Ass., screwing you, the worker on the line.
5. **Tuition Assistance Overpayment:** We were just informed about these and are currently investigating.

Ride The Wave

Hopefully you will make sure you get out and exercise your democratic right and vote in the municipal election on Monday, November 13. Next we're heading for a federal election! I thank everyone for their support. ♣

More News On Denials

As I stated in my last *Oshaworker* article, I asked at the last Intra-Corporation Council meeting that a letter be sent from the council to the legal department of the CAW National Union to investigate the amount GM has said we are entitled to in the demutualization of MetLife. I can report that the letter has been sent as requested, but I have not received a reply as of yet. Hopefully by next issue I will be able to report any results from this investigation.

S&A Denials

Our National rep, John Graham, met with the Company on this issue. It was agreed at that time that Clarica would send someone down within the next two weeks

(October 9 to October 20) to deal with each denial. I would like to thank John personally for getting the ball rolling on these as it has inconvenienced a number of our members who have been waiting patiently for the monies they are owed. In the future it is important to be as descriptive as possible when describing your accident on the S&A claim form. This may alleviate unexpected delays in your S&A claim.

PIN Numbers

Everyone should have a "PIN" number to access any of your benefit-related questions through the GM Canada Benefits Centre (Hewitt). If you do not have one, you may obtain one by calling the GM Canada Benefits Centre at 1-877-442-4625.

ALTERNATE INSURANCE REPRESENTATIVE'S REPORT



BY

Barry Grills

Follow the voice response system. Punch in "11" for English followed by the "#" key. Then punch in your Social Insurance Number followed by the "#" key. Enter "99" then "#". Enter "2" "#" if you would like a new "PIN" sent to you.

Until next issue, I remain in solidarity... 🍁

Important To Notify Us On Return-to-Work!

Appeal Update

We had to adjourn the October 11 hearing because EI's list and our list did not correspond. Once we have our lists exact we will proceed with the appeal. We'll keep you posted.

Lay-offs

As of writing this article on October 13, 2000, members with 1994 Oshawa seniority are being laid off with more to follow. When all the lay-offs are completed we will provide you with more information in future articles.

Guarantee Date

The "Guarantee Date" is the third Sunday in November. This year it falls on November 19, 2000. Your SUB credits will be based on your seniority and being on the active employee roll on the "Guarantee Date."

Years of Seniority On the Guarantee Date	Applicable Percentage	Credits
1 but less than 1.5	12.5%	6.5
1.5 but less than 2	25%	13
2 but less than 4	50%	26
4 but less than 7	75%	39
7 and over	100%	52

The credits you have been receiving each week, 0.5 or 1/2 credit, or 0.25 1/4 if you have less than 18 months' seniority are also included.

These credits are the minimum amount you will have but will

SUB REPRESENTATIVES' REPORT



BY

Mike McPhee

SUB Representative



Dave Murphy

SUB Representative



Terry Wilson

Alternate SUB Representative

still receive 0.5 or 0.25 until your total of 52 or 104 credits are reached.

Members on their 10-year seniority date will automatically have 104 credited to their account. If you returned from a lay-off and missed the Guarantee Date you will have your credits adjusted, then you'll receive 0.5 credits a week until your total is 52 or 104 credits, or the Guarantee Date is reached again.

A member returning from Peregrine back to General Motors will have their SUB credits adjusted. If this does not happen give us a call and we'll look after it for you.

Important Important Important

If you're returning to work after being on S&A or workers' compensation, it is extremely important because of the brief time limits to put in a call for us right away. Call us through your supervisor to put in your EI waiting period if you've been off work for a week or more.

All supervisors have call sheets on hand. If you would like to see a benefit representative ask for us. Mike's in-plant phone number is 644-7839, in-plant pager number is *97-8099. Outside the plant pager number is 1-800-361-6793, then enter ID number 8099, then enter your area code and phone number using a touch tone phone. Dave's office number is 644-1541, PIN number 8525. 🍁

Modular Production

Downsizing, outsourcing and module build are all the buzz words in the industrial world today. Every company (large or small) is increasing production while decreasing their work staff. The auto industry has been doing this for years. General Motors here in Oshawa has been playing catch-up with Daimler-Chrysler, Ford and the offshore transports (Toyota, Honda) etc..

The alarming stat is what is called module build. This is where the auto manufacturers outsource major components such as instrument panels, bumpers, motors, wheel and tire assembly, seat, doors, process monitors, clerks, etc (as most know, some have already been outsourced). They then ship these already-built components to the assembly line for a faster build (less hours per car) and of course less assemblers. This reduces cost since the majority of parts can be produced cheaper. For example, a fully-dressed engine built in Mexico can be made for half the price, including transportation. It's very difficult for our Union to keep Generous Motors from attempting this kind of build, especially when our competition is outsourcing or module building already.

For example, even our Oshawa Truck Plant has outsourced their IP line. It is important that we as Union members try to retain jobs inside our complex. However, again, since the people we compete with believe outsourcing is OK, this will put increasing pressure on our Union.

For those who may want to ignore modular build, make no mistake it's coming to North American auto plants probably faster than anyone cares for. Be prepared, it could be a major issue along with work standards come next set of negotiations.

Hardware Reductions

Department 94 Hardware has been ordered that they must reduce headcount by the end of the year. Again I find it unique that hourly assembly workers and URs get the chop while hardware's management support staff stays the same or increases. As a matter

of fact there is more management in hardware (ratio to hourly) than any other time that I have been elected. The hardware Union reps have it figured that if every member took their contractual time off, there wouldn't be the UR staff to warrant these days off.

Another aspect is since our membership is getting older, also we unfortunately run into more needed bereavement time off as well. Something the bean counters keep forgetting.

Like I said in previous articles the two main issues we have in hardware are lack of manpower and work standards. If these two critical issues were fixed we would have a less stressful workplace and a more productive work environment.

60 Hours Per Week?

The Harris (provincial) government recently proposed new labour laws for our province, one of them being a 60-hour work week.

Our Union has language (Document 135) that forces the Company on the eight hour per day/48 hour per week rule. This is for the life of the agreement. Again there will be mounting pressure by the corporations and government on all unions if these laws come into effect. Maybe food for thought come next provincial election.

Fink Stinks

I hope the hourly employee who finked to management on another hourly employee which induced a one-week suspension feels good inside. It must make you proud that you were the cause of taking \$1,300 out of not just a fellow member's pocket but you disadvantaged his family as well. I know there are occasions when rules are broken, but let's make it clear, there is more management in the Car Plants than years past. It's their job to supervise the hourly workers, not ours!

I do hope the fink remembers there will be a day when you may need the Union. Think about it.

Knob Hill Farms

I hate to see businesses closing down and

ZONE 62 REPORT



BY

Ron Carlyle

Zone 62 Committeeperson

throwing people out of work, Knob Hill Farms included.

I remember many years ago when myself and other trade unionists tried to organize the Knob Hill employees. We were laughed at, spat at and threatened. Their bottom line about not being unionized was Knob Hill and Steve Stavro were always going to look after them.

Even if they were unionized Knob Hill could still have closed, but I am damn sure their pensions, severance pay and/or buyouts would have been a whole lot better. Also unions could have pressured and embarrassed Stavro into possibly keeping Knob Hill open and maybe selling some of his other interests like race horses, the Toronto Maple Leafs, Raptors, etc.

I would like to mention a simple frustration into group 44, downstairs wiring area. These employees get an ice machine for the summer months installed in their area and share it with Department 85 employees as well. This is because the employees are the farthest away from the main floor cafeterias. I'm sure it makes them mad that they cannot keep this ice machine for the dry air months of winter, especially when they see a lot of other waste that management costs this company. For approximately \$60 a month I'm sure Generous Motors wouldn't crash from the stock market. After all you would have better morale in the wiring group area if it were to come back. This may sound chintzy but it's the little things like ice machines that keep up the spirits of the quality-conscious, hard-working people who come into work every day.

In closing I would like to pass our sincere condolences along to the family of Pat Goodwin. Brother Goodwin only retired a few brief months ago, and it's a sad time for all.

Until later have a good day.✱

Employee Counselling Program

Located in the former GenAuto Building at Wentworth Street east of Park Road, Union Counsellors work in confidence to assist you and your family to solve any type of problem. This program is also available to spouses and retirees.

Your Union Counsellors



John Taylor
644-4283



Steve Bobas
644-4282

My Political View

Recently the Harris Tories sent out tax rebates to the taxpayers who can share in the booming economy of Ontario.

I totally disagree with the government's white wash of the facts.

- (a) Ontario's economy is booming due to the large reduction of full time workers in both the private and public sectors. Today's Ontario is part time, minimum wages, and no benefits.
- (b) Downloading of the cost of services to the taxpayers.
- (c) Reduction in benefits for individuals who need it the most i.e. seniors, unemployed, single parents, etc.
- (d) Doctors, nurses, and other health care providers are reduced to a crisis stage. Teachers are forced to deal with larger class sizes.
- (e) Special education for the learning disabled is a thing of the past. Services for seniors and the disabled have been slashed.

The Tories can use the \$200 on hospitals, schools and social programs that will benefit

the less fortunate. I will personally donate my \$200 to charity.

Question: If Ontario has such a booming economy why is the demand at the food banks at an all time high?

The message I get from this government: Those who are sick, disabled, unemployed, seniors with low income, or any one with special needs, this province is not the place to live.

SPA

The SPA selection for the next two periods should be completed by the time this article is published.

The benefits reps working with the national office are determined to resolve the backlog of rejected S&A claims by Clarica. It surprises me how slip, trip or fall is not an accident. The claims are supported by the doctors and some individuals want to re-invent the wheel by challenging the interpretation of slip, trip or fall.

In order for you to add, change or get any information from Hewitt and Associates you must have your PIN number. Most of us tossed it in the garbage as another piece of

ZONE 35 REPORT



BY

Dave Sitaram

Zone 35 Committeeperson,

Tri Link - Battery - South Stamping - Control Arms

junk mail. I strongly suggest you get a new one. This can be done by calling 1-877-442-4625 toll free and follow the instructions. Please have your social insurance card with you, as you need it.

Congratulations to those who will be retiring next year on the Document 13. Make sure your supervisor is aware of what month you wish to retire.

Credit Union

The Credit Union is back with its monthly visits in the plant. Please check the bulletin board for times and locations.

Individuals going out on Document 12 or 13, I suggest you contact the Credit Union with respect to your \$50,000. They have the best financial planners in Durham, at no cost to you. Remember, unlike other financial institutions, you the members own the credit union. ♣

Grievance Payments

During the years that I have represented our zone, I have never experienced such delays in the payment of resolved grievances. It seems that management are holding back payment to further antagonize bad situations that they originally created by not following the Collective Agreement. In some cases our members have waited over six weeks and still have not seen their money. I am also willing to bet that some grievances have been resolved and the employees have never been paid.

Once a grievance is resolved by either Jim Beaudry or myself we notify the members involved. From that point on we do not have any idea if you are paid or not. It is important that we are informed by the members of whether or not payment has been made.

Toe-In Pits

As we are all aware of by now, the four Toe-in operators on each shift in Department 4C have been eliminated and replaced with automation. As of the writing of this article, none of the affected members have been reduced from their department. These reductions were put on hold by our District Jim Beaudry with the hope of these members being absorbed through attrition and upcoming moves within Department 4C.

New Driving Jobs

Over the past few weeks several rumors have been running wild within the CARE, Driving and Roll Test areas regarding the proposed "squeak and rattle track." Most of the incorrect rumours of how these new jobs would be classified and populat-

ed were generated by floor management and created much unnecessary animosity between the workforce in the areas. The

truth of the matter is that Jim Beaudry and Cal Pettit are meeting with upper management to ensure that all moves are made correctly and that our members' rights are not violated.

Upon the completion of these meetings and as information becomes available we will be around to keep our members up to date.

Winter Clothing And Snow Boots

Due to delays last year in the company supplying proper winter apparel, Jim and I met with the area managers to ensure that the clothing orders are completed and in to the proper suppliers. This should help to avert many of the problems we have faced in past years.

In Closing

On behalf of the members of Zone 56 it is with great sorrow and sadness that I offer our condolences to the families of both Gene Osborne and Everett Patton, both of whom passed away in October.

Until next issue. ♣

ZONE 56 REPORT



BY

Dan Henderson

Zone 56 Committeeperson

Continuous Improvement

Continuous Improvement is based on Toyota Production Systems and Lean Manufacturing. This means for quite awhile in the Car Plants we have seen jobs loaded up, "the elimination of waste," to use one of management's terms, and the reduction of most of the preferred jobs we thought we would have with the accumulation of seniority.

Management have been very secretive in their methods which include the old "what can I do to make your job easier?" or "maybe we can get you an articulating arm or faster gun, to give you extra time." Surprise, surprise! We have fallen for these smooth tactics time and time again as you know. If you have extra time in between jobs guess what, they'll add more work. The supervisor tells you it's only a witness mark or an extra screw or routing of a hose or harness. This is how Toyota Production Systems, Kaizen, Continuous Improvement, Quality of Work life and other programs work. No matter what name the corporations give these programs, they only serve one purpose and that is to eliminate more hourly manpower.

Pontiac Grand Prix And St. Catharines Engine Plant

These two announcements are very good news for Oshawa and St. Catharines and should help to alleviate the layoffs our junior seniority employees have endured for a few years. Now if GM would announce the new

Paint Shop this would complete the puzzle. We have earned these new products at both locations because of Canadian work ethic, ingenuity, and our highly educated workforce. GM knows this as the quality of our vehicles is only one grade as we are the best.

Municipal, Provincial And Federal Elections

We, as workers, have a very powerful say in the above-mentioned elections. Don't believe

***Don't believe
for one moment the old adage
"my vote won't change anything."***

for one moment the old adage "my vote won't change anything." Only 32 percent of eligible voters voted in the last Provincial election. Remember to weigh the opponents carefully. Do they support you and your union's initiatives in health care and keeping our system

ZONE 55 REPORT



BY

**Steve
Bullock**

Zone 55 Committeeperson

strong or do they favour the rich get the fast track to treatment approach? Do they support a 60 hour work week, cuts to education, the environment, WSIB benefit cuts, erosion of our water treatment? We need to examine and read between the lines as we workers share a majority of votes and if we could harness this it would be

a very powerful voice at all levels of government. Remember trust the union and not them.

I can be reached at 644-3175 in-plant pager*97-8240, out-of-plant at 1-800-361-6793 pager PIN 8240 or e-mail at sbullock@sprint.ca

CAW  TCA
LOCAL 222

@

www.cawlocal222.com



MOVING? PLEASE NOTIFY US AHEAD OF TIME!

Your 2001 Membership Cards and Oshaworkers will be returned to us by Canada Post if we do not have your correct address, particularly if your postal code is wrong or if we do not have your apartment number. Please call the Union Hall at 723-1187 or 1-800-465-5458, or mail in the notice below and ensure you get next month's issue.

CHANGE OF ADDRESS

Fill in and return to Local 222, CAW, 1425 Phillip Murray Avenue, Oshawa, Ontario L1J 8L4

Effective Date _____ Plant _____ Serial No. _____

Name _____

Street No. _____ Apt. No. _____

City _____ Postal Code _____

☐ Active Member

☐ Retired Member

☐ Surviving Spouse

What's New In Zone 52

Department 4A – Truck Chassis

We have recently experienced reductions in 4A Chassis due to automated guns in Group #29, work island reorganization and the elimination of a UR in Group #32. The proposed reduction of a responder in this same group has been delayed until the Company has successfully introduced the Centennial model into production. The Company, in typical fashion, is expressing their appreciation to you for your help in this introduction, by eliminating a preferred job.

District Keith Osborne has been successful in delaying the spareman and responder reduction in 4A for quite some time while he has tirelessly worked at preventing this reduction altogether.

At the time of writing this article we have the prop-load job in dispute. IE has been all over the map and Chassis on this one. Without any notification to the floor IE had arbitrarily decided to remove a couple of elements from prop-load and dump these same elements on the employee three operations away. During my rounds I just happened to walk into this change while the Company was attempting to implement it and we were successful in stopping this move initially due to ergonomic and safety concerns. This meant that the company had to add a body to maintain their desired throughput. However, IE wasted no time in regrouping and throwing these same elements on another operator instead, by the following day.

IE was adding and deleting elements to numerous jobs quicker than you can say, "I want my committeeman!"

With the assistance of Dave Espie, our Standards Rep, this issue should be resolved shortly. Kudos to all the affected operators in this group for putting up with the unnecessary #!*&% during this fiasco.

We have also endured a high turnover of management within this department. In the last year alone we have had no less than 11 different members of management come in and out of this department; each with different styles and expectations.

I find it very interesting how these varying degrees of management style can impact morale, which in turn impacts, quality and throughput.

The ISO slogan should read: "Employee enthusiasm creates Quality. Quality creates customer enthusiasm."

The grievance agenda is in good shape with two grievances waiting for a second step resolve.

Congratulations to Brother Al Arbuthnot who has taken advantage of Document 13. All the best to you Al in your retirement.

Department 25 – Truck Body Shop

Not unlike Chassis we have also experienced reductions in the Body Shop. Most recently the fourth door hinge load operation was lost to automation. Again, thanks to the Document 13s this job loss and the ones prior to, have been absorbed in the better part through attrition.

No changes in management here. It is a matter of personal opinion if this is a good thing or not.

The grievance agenda in Department 25 is in good shape with two grievances in the system for unjust discipline.

As good as the agenda appears there is a concern related to the tardiness on the Company's behalf to pay on the resolves. It was recently discovered that a resolved griev-

***The members
of management in
Labour Relations alone
have more than doubled
in the last month.***

ance was sitting on the Superintendent's desk for six weeks before being submitted to Labour Relations. We all know too well how slow the grievance procedure can be and it is this types of oversight that only further inflames the situation. It was only through trying to determine where in the system this grievance was that we discovered it was still on his desk, otherwise it might still be there.

Justice delayed is Justice denied! Again "Employee enthusiasm creates..."

Our thoughts and prayers are extended to the families of Gene Osborne and Everett Patton. Many of us remember these men when they both worked in the 400 body shop and are saddened with their passing away in October. Our condolences also go out to Brother Alex Ellis with the recent loss of his wife.

Department 50 – Truck Material

Here too we are enduring reductions due to outsourcing etc...

It is anticipated that all the current Department 50 employees are going to hold, again due to the ability of our members being able to take advantage of the negotiated retirement opportunities and new jobs created.

ZONE 52 REPORT

BY

Kevin Bissell

Zone 52 Committeeperson

Thanks to the resolve of many of our members in this department, throughout the job dispute process, we have been successful in several job disputes. With these disputes we have gained personal and battery relief time on jobs that the Company felt did not require them, and an extra receiver on D-Dock. Granted the Company is targeting this receiver for elimination by attempting to re-balance the loads across the three shifts, but you are not doing more work than you are being paid for in the interim.

A fair day's pay for a fair day's work. I do not understand why the company will not allow our Standards rep to be involved in disputes in the material department. Not enough emphasis can be put on the determination of our members in Department 50 and their willingness to take standards issues on. Clearly the credit for any gains we have made goes to you.

We are looking forward to the completion of the new Q-Dock.

The grievance agenda is also in good shape in this department. That being said there is still the same concern about the

delay in payment on resolved grievances.

Points To Ponder

While we are all currently experiencing reductions it seems odd that management deems it necessary to increase their numbers.

The members of management in Labour Relations alone have more than doubled in the last month. Perhaps this has been done in an attempt to speed up the grievance process. One tires of hearing how the Company has to be efficient to remain competitive while not realizing any efficiency gains on their side.

On the BPP sheet at your workstation there are two columns, one listing elements of work that the Company deems "non-value added," and the other listing elements deemed to be "value added" for the work you perform.

The company is forever trying to eliminate what they call "non-value added work." Any thoughts on what column some members of management might fall into?

I would like to thank Insurance Reps Dave Thompson and Barry Grills for their devotion to serving the membership. The members of our zone appreciate the service that these gentlemen provide regardless of the hour they are paged or called.

Till next issue 🍁

Lockout And Test – It's Your Life, It's Your Right

Local 222's Education Committee is holding two Education Seminars on November 15 and 22 at our Union Hall. The courses are four hours and dinner will be served. Your Education Committee works hard on your behalf to make sure these educationals are interesting and informative for you the membership and best of all they are free to our members.

South Stamping

Well, discussions around the lifting and moving of dies have ended on a positive note for workers. We have been successful getting training for the riggers, secured three-person die crews for production and two-person die crews for Skilled Trades. Loose tooling is now secured to dies and idle stations are not to be moved on top of dies. A complete list of all changes is being put together for all stamping employees and will be in the plant shortly. Safety representatives Larry Carroll, Rick Cowle and myself would like to thank the die crew operators and all the workers for their input and a special thanks to CAW representatives Larry Conboy, Dave Sitaram, Chuck Green, Dan Lawson, Jim Mitchell, Charlie Kehoe and Al McPhee. Hopefully these changes will make the plant a safer place to work.

Lockout

It's Your Life, It's Your Right, is a state-

ment that goes along with Lockout And Test. The Harris government has written the CAW a letter back and again stated they plan an enforcement drive of zero tolerance against any workplace party who fails to comply with the Health and Safety Act in regards to machine guarding and lockout. The letter states Supervisors and Workers will be held accountable (i.e. prosecution) if they compromise their safety or that of their co-workers.

Safety Glasses

The following is a copy of our master language in our collective agreement dealing with safety glasses on 330 and 331 Master Agreement:

It has been the company's policy to provide prescription safety glasses to employees who require corrective lenses, at no cost to the employee. This policy includes coverage for bi-focal and tri-focal lenses. During the 1996 negotiations. General Motors agreed to include invisible line bi-focal and tri-focal lenses in this policy.

During 1999 negotiations, the parties agreed that selected metal frames are also included in the Company's safety glass program. This policy is not intended to change locally established practices which are based on safety issues with metal frames. As well during 1999 negotiations, the parties agreed

HEALTH & SAFETY REPORT



BY

Paul Goggan

Certified H&S Rep, Car Body, Hardware & South Stamping, Production & Skilled Trades and CAW Local 222 Executive Board Member (Trustee)

that task specific eyewear for computer operators under certain conditions will be part of the Company's Safety Glass Program.

Orthotics

During 1999 negotiations the Master Committee was able to negotiate for the first time coverage of custom made foot orthotics for one pair every 36 months, up to a maximum of \$400. Same rules apply for your family also.

Telephone

My telephone number at home is 905-435-0900. My office number is 905-644-3608 and my pager number is *97-3608 or 1-800-361-6703 pager 3608.

My e-mail address is paul.goggan@gm.com and my fax numbers at 905-435-0900 or 905-644-4776. My radio number is 3608.

Please remember that if you have a safety problem, I cannot help you unless you tell me about your concerns. Until next issue, have a safe month. 🍁

Health And Safety Reaching Out

Employee Safety Forum

In the body shop over the last few months we have begun rolling out an introduction to the "on-line" Employee Safety Concern Resolution Form.

It may sound like a mouthful but so far has been quite instrumental in getting a number of workers' concerns addressed, as well as providing a tracking mechanism to verify that the concern or condition has been addressed and completed.

This introductory forum is set up as a catered lunch (approximately one hour) in the body shop boardroom next to Dan Hermer's office. These meetings are attended by myself or Paul Goggan (depending on shift), Larry Carroll, CAW Skilled Trades Health & Safety rep, Ryan Lee, GM Safety Rep, Ivan Novak, Superintendent of Manufacturing Engineering, and a selection of workers who

are invited to attend (usually one from each supervisor's group).

As well as simply showing you a series of overheads, we also encourage round table discussion where each worker has an opportunity to raise a safety concern and have it entered into the system and also track it through the computer in their respective supervisor's office.

A hearty thanks to Aramark Food Services for their delicious sandwiches and desserts as well as ice cold beverages.

If you are interested in attending, you should let your supervisor know ASAP as we only hold one per month alternated by shifts, although it is our intention to get everyone through it by some time next year.

Now if only Trim and Stamping would get on board with this innovative way to reach workers. To those who have already attended,

HEALTH & SAFETY REPORT



BY

Rick Cowle

CAW Certified H&S Rep, Body in White/Trim/South Stamping

thank you; to those who haven't I look forward to seeing you.

Continuous Education: A Big Part of Safety

As technological advancements increase on the shop floor so must our awareness of health and safety in the workplace. From time to time it becomes necessary to remove myself from the shop floor to expand my own knowledge around the health and safety fields. There are

see HEALTH – page 29



BY
Larry Heffernan
H&S Representative,
Shift #1



Tom Conahan
H&S Representative,
Shift #2



Bob Thompson
H&S Representative,
Shift #3



Rick Borg
Alternate H&S Rep,
All 3 Shifts

Evacuation Safety Talk

The Truck Plant has gone through many area changes to the floor plan in the past years since the expansion of the body shop and other areas in the plant. We have had management review the evacuation procedure in all areas of the plant to insure that workers are trained to report to the proper area in case of an emergency evacuation. Also signage has been installed outside the plant with instructions as to where to meet. This Safety Talk should be completed by the time you read this article. If you have not received the emergency evacuation safety talk then inform your supervisor. We are also having discussions with management to try to have them agree to do a mock evacuation with the evacuation alarm so workers will be familiar with the evacuation ring. We will update you on this issue.

Pedestrian Safety Video

A new video has been produced to allow all workers in the plant to view so that they better understand what a lift truck driver experiences on a daily basis as well as show the lift truck drivers what a pedestrian sees when walking on the shop floor. The video camera was worn by a lift truck driver and then by a pedestrian. This video will be shown to all workers in the Truck Plant. Some of us have never driven a lift truck or tugger so we do not have any idea what the driver can see. Again by the time you read this article you should have seen this video. If you were missed get your supervisor to show the video to you.

Lockout And Machine Guarding

In a previous article we explained that the Ontario Government was discussing the possibility of fining workers for violations of the Occupational Health and Safety Act regarding lockout and machine guarding. The CAW organized a campaign to protest this change as it will let the companies off the hook for these type of violations. Large companies like General Motors have yearly lock out and machine guarding training and this training is documented for each worker who receives it. It is going to be too easy for the companies to produce this training documentation when

there is a serious injury or violation of the lockout procedure. They will produce the training documents to the Ministry Inspector and try to blame the worker for the accident. After much discussion and debate the government in their normal wisdom are going to add this language to the Act that allows the MOL Inspector to issue fines to workers of this province. Shame on them!!!

Jumper Cable Training

The jumper cable training procedure has started and each tradesperson that is required to take this training will receive it when you get your annual lockout training. All electricians in the Truck Plant are to receive the training. If you take your annual lockout training and you do not get the jumper cable procedure training as well inform your supervisor or your safety representative on shift.

AGV Problems

Last month there were some unexplained problems with chassis AGVs. On three occasions the AGV was released from a work station and the next one comes in to the work

station and stopped and then workers proceeded to walk between the two AGV's to start their job. The workers have their backs to the released AGV and without them knowing, the released AGV started to go backwards to where it came from, causing a potentially serious pinch point. There have been 17 jobs identified where this situation could possibly occur. An immediate temporary fix has been implemented. The permanent fix is to change the logic so that if the AGV was going into reverse the logic will fault out the AGV before it could possibly injure someone. We will witness the tests for the permanent fix to insure that the logic change works prior to removing the temporary solution. The permanent fix should be completed by November 19.

Battery Plant

We are assisting a retired worker from Battery Plant to investigate a health concern he has raised due to lead exposure. We would like to thank him for being so cooperative in going to the Occupational Health and Safety Clinic for Workers of Ontario to have some
see EVACUATION – page 30

Health And Safety Reaching Out

– continued from page 28

not too many days go by in safety where you're not learning something. Even on the shop floor, each case is unique and usually requires some background research. As a CAW member I consider myself very fortunate to have access to any training required through our National's education department or other resources such as the Worker's Health & Safety Centre. I should note that this past summer I completed the Worker's Health & Safety Centre's Instructor Training Program which now gives me the qualifications and opportunity to train other brothers and sisters who are entering the health and safety field.

I should also thank my alternate, Charlie Kehoe, for filling in the blanks when I cannot be here, as well as Brother Joel Smith who replaced me while I

attended the CAW-GM Intra-Corporation Council in London in September. Thanks again Joel and Charlie for a job well done.

Finally

As always, if you have an issue or concern pertaining to health and safety and are having problems getting it fixed, or just want to discuss it, call me. That's what you elected me to do and that is what I will do. My daily schedule and geographical area do not allow me to see each of you every day and though I try to remain visible on the shop floor it can be a rough go sometimes, so be sure the call goes in when you need me. My number is 644-7429, in-plant 7429 or *97-7429 for page. I am also on the new MIKE phone system at 7429. Thank you. 🍁

Adding Insult To Injury

Some weeks ago, a serious accident occurred in Plant #1 Chassis involving a salvage driver who had delivered a load to an offline sorting area. Upon leaving the area, the lift truck suddenly and without warning, abruptly stopped in its path due to contact between the tip of one of the forks and a raised section of angle iron which was imbedded in the floor. This collision caused the back of the lift truck to jump upward, and combined with the forward momentum created by the impact, caused the driver to come in contact with the front section of the roll cage, banging his head and he subsequently fell off the truck. He managed to stagger a short distance nursing an apparent gash to his head, where upon he was assisted by co-workers aware of the situation, who stabilized the driver until he could be attended to by medical staff. He was then transported to the hospital by ambulance where he received numerous stitches to close the wound.

Upon my arrival, I was met by a host of managers and supervisors, who were reviewing the scene of the accident. The focus of their concern appeared to be the positioning of the forks as they were in a complete down position, which was believed to be a major contributing factor as to the root cause of the accident.

While conducting my own investigation, several inconsistencies were pointed out to management when the lift truck used by the salvage department was compared to those used in the material handling department. The material handling lift trucks are equipped with tapered forks which do not allow the tips to come in direct contact with the floor surface. Had the salvage department truck been provided with this type of fork, it is quite possible that the driver may have only experienced a noticeable bump near the rear area of the forks whereupon the raised angle

iron could have been identified by the driver and reported to management for repair.

Other variables included a foam impact guard that was not present on the upper front location of the roll cage, which may have reduced the severity of the injury sustained by the operator. As well, the driver's seat was not provided with arm rests/guards which may have prevented the operator from falling out upon impact. These issues were duly noted and management committed to implementing the necessary modifications in order to pattern the salvage lift trucks with the same safety improvements which have been adopted by the material handling department. Additional corrective action included the daily safety checklist to be completed by the operator prior to using their equipment. The salvage/reliability department will also

The union had valid reason to be concerned about discipline resulting from an injury

engage their drivers in a complete review of the driver safety procedures. The angle iron in the floor was levelled immediately following the incident investigation.

As the full extent of the operator's injuries were not known upon his departure to receive outside medical attention, it was reported to the Ministry of Labour as a potential critical injury until such time that the injury was diagnosed and disclosed. It was later learned that the injury suffered by the operator did not fall under the criteria of a critical injury as described under the Occupational Health and Safety Act. While a Ministry of Labour officer was in the plant shortly following the incident on an unrelated matter, the issue was reviewed and documen-

HEALTH & SAFETY REPORT



BY

Tim Munro

Certified H&S Rep, Chassis, Paint, TriLink/Control Arms, CHQ, Chassis 1 & 2

tation was provided which met the satisfaction of the inspector as to the corrective measures that were taken.

The Ministry of Labour guidelines for safe operation of power lift trucks requires forks to be in a raised position but not more than 10cm while in transit. Because the issue of the forks being in the complete down position received so much attention, there was some concern that management may have been considering punitive action against the driver for committing an unsafe act. When the concern of possible discipline was raised, the union was assured that no action would be pursued.

The union had valid reason to be concerned about discipline resulting from an injury, as this seems to have become a trend exercised by some members of management that would be included in their immediate corrective action reports as part of their resolve to

address accidents and injuries. This practice by management leads to the impression that people come to work and upon experiencing an accident or injury have somehow played a deliberate or intentional role in jeopardizing their own safety. Should management choose to continue to indulge in disciplining those who are injured at work, the union's position is that this unacceptable practice literally adds insult to injury. Our position has been presented to upper management that this will lead the workforce to resent safety rather than respect it and interfere with the company's objectives to reduce injuries in the workplace. In short, it's really quite simple; people come to work expecting to leave as they arrived—unharmmed. I personally believe that this is not difficult to understand, and will only become a reality when the company chooses to come onside with the union and realize a common goal on behalf of the safety of its workers.

Recognition should go to Doug Beauchamp (Skilled Trades), and Dave Middleton (Material Handling) for their efforts in tending to and comforting their co-worker in his time of need. I would also like to thank Bob Williams (Plant 1 Cradle Line) for his additional witness testimony which assisted in reaching a timely resolve.

If you need to see me, all you have to do is call me at 644-2827 or paging outside the plant at 1-800-361-6793, ID 2827. Until next time, play it safe. ★

Evacuation Safety Talk

— continued from page 29

extensive tests performed to determine if his symptoms are in fact related to lead exposures from working for eight years in the Battery Plant. A leaflet has been handed out in the Battery Plant and as more information is available we will continue to update the members that we represent.

Tim Hickman Award

Congratulations to Hector McLellan from Local 27, London Diesel, for receiving the Tim Hickman Award, which recog-

nizes dedication and accomplishments in the field of Health and Safety. Hector is a 14-year veteran in the field of Health and Safety both inside and outside the workplace and serves on many Safety Committees. It is our honour to sit on the CAW/GM Intra-Corp Council with Hector as well as many other Health and Safety Activists. Hector's knowledge and experience is a great asset to this committee.

Until Next Time, Think Safety. ★

Report On The Safe And Clean Drinking Water Summit

Having listened to speaker Dr. Murray McQuigge, Medical Officer of Health for the Counties of Bruce, Grey and the City of Owen Sound, I now have a much clearer understanding as to why the problem of our drinking water is reaching its critical point, thanks to a clear and concise picture that Mr. McQuigge was able to portray.

The slide presentation showing the video camera photos of wells #5 and #6 in Walkerton opened our eyes to what many of us had already suspected. We are consuming surface water at greater rates than ever anticipated. The slides of well #5 show that when they started the pumps to draw water it shows that the water was to enter the well at a 20 ft depth in a thickening turbid cloud. Not too far from the well is a swamp. From the photos you can compare the quality of the wells after the casing and the lack of grout at the bottom of the casing, which is used to seal the casing to the bedrock. Obviously the #5 well looks as though it was drawing water through gravel and boulders that do not make good water filters. The fact is that many underground cracks in the rock may originate from the surface, sometimes as far as miles away.

The prevention of unsafe deep water well conditions will require sophisticated hydro-geological studies to find out if the water is from a deep source or a surface source. This does not guarantee safety under flooding conditions. Turbidity and chlorine monitors and alarms would guard against the possibility of

surface water contamination. Properly trained people to run our drinking-water distribution systems and well construction/water treatment is vital.

Dr. McQuigge says, "If it is one mandate for a government, surely it is to protect the safety of the public. This is not a function that should be given to the hands of private business."

We also heard from Gord Miller, Environmental Commissioner of Ontario. The incident in Walkerton abruptly changed how the Environmental Commissioner of Ontario, (ECO) has to deal with the world "outside the screen and inside the screen." It's quite complicated but I will be brief.

Municipalities see their drinking water systems beginning at the intake point, the intake screen on a surface water source or the well screen on a groundwater source. The water is pumped for treatment, disinfection and distributed to the consumer's tap. The Municipality or their agent owned or operated the infrastructure. The Ministry of the Environment approved the design, construction, treatment, and conducted inspections. The Medical Officer oversaw the quality and safety. Municipalities didn't worry much about the world beyond the screen.

The ECO had no responsibilities inside the screen. Gord Miller says, "If the chlorinator hadn't broken at Walkerton and the Medical Officer of Health had been notified of the presence of E. coli in the raw water, there may not have been a tragedy. But, the prob-

DURHAM REGIONAL ENVIRONMENT COUNCIL REPORT



BY

Dave Renaud

Durham Regional Environment Council President

lems would still remain. There would still be contamination in the aquifer. The deadly new strain of E. coli 0157:H7 would still be in the intestinal tracts of the area's cattle." These hazards exist all around us just waiting for primary disinfection to fail.

The government's response to date:

1. Mandatory lab accreditation and reporting requirements.
2. Three year review of each Certificate of Approval and production of an engineers' report on the system.
3. Mandatory treatment requirements and testing.
4. Must be action following reports of unsatisfactory results.
5. Ontario Water Resources Act penalties will be substantially increased

The world beyond the screen is the responsibility of ECO. The government has special reports to the Legislative Assembly called Protection of Ontario's Groundwater and Intensive Farming. These reports describe how housing development and intensification of land use are placing enormous demands on groundwater and depleting aquifers. Factory farming which produces massive quantities of manure is increasing our risks to water quality.

Recommendations:

1. Protect and maintain a high quality water source that is fed and purified by the natural systems of the earth.
2. We must have watershed management and aquifer protection incorporated into a water protection policy.
3. We must eliminate the uses of chemical pesticides and herbicides through legislation.
4. We need to lobby government to make the Ministry of the Environment play a bigger role as it once was, if not even more than in the past.
5. We need a "sustainable water management strategy." Use the different environmental institutions that are analyzing the problems to converge their ideas into one consortium. ♣

CAW Durham Regional Environment Council



Regular Monthly Meeting:

Sunday, November 26, 2000 from 7:00 – 9:00 p.m.
CAW Local 222 Union Hall, 1425 Phillip Murray Ave.

For more information, check the Local 222 website at
www.cawlocal222.com and link with the globe,
or e-mail keepitgreen@hogansalley.com,
or call Dave Renaud at (905) 404-1279.

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Open to all CAW members interested in environmental issues.

A Nod Is As Good As A Wink To A Blind Horse

In October I wrote a column entitled "Fantasy Write Ups." The focus was on how seldom, if ever, I see a job write up that reflects what an operator is actually required to do. One engineer was quoted as saying "You guys (CAW standard reps) have it easy. All you have to do is critique and criticize our write ups." One high-ranking member of management was quoted as saying, "Those standard reps are just continually nit picking, there's nothing wrong with those jobs."

Well maybe it's time some of these engineer or managers took their blinders off and realized we have a serious problem with job standards in this plant.

Everywhere you look, management are scrambling to cut heads by year end to meet their mandate and presumably receive their bonuses. This job elimination frenzy and the fact that when a job is eliminated the work is passed on to numerous job stations has had a huge effect on our membership and their daily routines. The number of job disputes we (Randy Kirk) and myself are receiving at present is growing on a daily basis.

Most of these people's jobs have already been relieved of every ounce of efficiencies the operators have been able to muster and then under-assessed due to the engineers' inability to comprehend what the operators are actually doing. Then we have management's total disregard or failure to live up to contractual time limits. If we don't get responses in a timely manner it becomes impossible to perform our jobs properly and give the membership the prompt service they deserve. These issues will be referred to the Shop Committee and probably the grievance procedure by the time this article goes to print.

Some examples of what were up against are as follows:

1. **PCM Box Install:** Failure to recognize the operator makes three distinct partial bends to perform work in the engine compartment on a Chevrolet and two on a Buick, as well as failure to realize the operator must walk 3P from rack to get PCM Box itself.

2. **Washer Bottle:** Failure to pay attention to the fact the operator has been directed to not put Chevrolet bulbs in pouch (to avoid damage) then

having the write up say get bulbs and dispose to pouch. As well a failure to realize that before you walk back "from" anywhere you have to get there first.

3. **Visor Cell:** Failure to recognize that if an operator must make a witness mark with a crayon they're probably looking at what they're marking while they're marking it.

4. **Parcel Shelf:** Failure to recognize that a parcel shelf 52 inches long stocked to a pigeon hole rack, needs to be withdrawn more than 12 inches.

5. **Glass Finesse:** Providing a write-up showing the operator doing what they really do to the back of a car, being done on the front and vise versa.

6. **Condenser Connect:** Failure to recognize until third step in dispute process that the operator using a two headed wrench for two different size bolts must rotate the wrench to do the second bolt.

7. **Fascia Secure:** Failure to recognize that before an operator can remove screws from a pouch they have to know "which" screws they're getting (Chevrolet or Buick).

8. **DBC7:** Taking into account that a pace equals 30 inches, failure to realize that it takes more than five paces to travel 228 inches.

9. **Stab Bar Bracket:** Failure to realize that the cage nut tool is not carried in the operator's pouch and if it were, it could enter the operator's nasal cavity (this may be stretching the truth a bit but you get the picture).

And so now we get back to the fact we've been accused of "nitpicking." Management's mandate is to become more efficient with fewer people. Our mandate is to protect and preserve jobs. I guess if we have to nitpick to do it, that's what we'll do, but remember a nod is as good as a wink to a blind horse. ♣

CAR PLANT PRODUCTION STANDARDS REPRESENTATIVE'S REPORT



BY
**Dean
Avery**

Why Is Treatment Necessary?

Chances are the chemically dependent person has tried to quit or control their chemical use at some stage in their illness. They may have been successful for a week or months; maybe they failed the first day. Regardless of how long these dry or controlled periods lasted, they ended in failure and disappointment.

These attempts did not fail because the promises were insincere or the attempts were made half-heartedly. These attempts failed because the chemical usage is only one part of the disease. If the chemicals are removed, the physical, emotional, mental, economic, and social deterioration which accompanies the disease is still present. The chemically dependent person is still sick; their life is still unhealthy and unhappy even when the chemicals are removed or limited.

The fact that the "disease" of chemical dependence exists even when the chemical

SUBSTANCE ABUSE REPRESENTATIVES' REPORT

BY **Matt Ryan, Larry Kirtley,
Lorne Hurren, AND Rick Mitchell**

usage is temporarily limited or stopped can be seen by the behaviours, emotions and attitudes the chemically dependent person had during these abstinence periods. They may have been irritable, tense, moody and angry. They may, in fact, have been more difficult to live with and work with during these dry or controlled periods than they were when their chemical consumption was high.

Because of the nature of the disease, being dry is not enough to guarantee health or happiness. The chemically dependent person needs treatment. They need to learn new ways of facing and successfully handling emotions, problems, tension and people without chemicals. They need to learn about their disease

and need to rediscover their true, sober self. They also need to accept the disease as chronic but arrestable; recovery needs to become a priority in life and a process which is worked on every day for the rest of their life.

Chemically dependent people cannot recover alone. They need the support, care and concern of people who love and understand them. They also need professional help from people who understand their disease and who can guide them along the path to recovery.

Should you or any member of your family need assistance in this regard, please don't hesitate to call your in-plant rep for private and confidential help. ♣

Time Is Now To Get Grand Prix Right

Now that Oshawa has been selected to build the Grand Prix it is time for the right personnel (Ergonomics Task Force Committee) to get involved, while in the design stage, to identify force and awkward posture issues, with respect to building the new product. Ideally, they will capture items that have the potential to injure or cause problems at the build stage (assembly line) and fix them early, with the objective of minimizing exposure to primary RSI (Repetitive Strain Injury) risk factors. The University of Michigan was called into Ford to help define their ergonomic needs and the best approach to take in addressing these needs.

At the time, pilot studies of advanced manufacturing technology development indicated that integrating ergonomics into the initial design phase, rather than at product launch, would eliminate problems and costly redesigns downstream. As a result the decision to incorporate ergonomics upstream was motivated by a desire to manage costs and optimize resources. The company said they could not afford to make the same mistake twice, noting that research showed that each ergonomic problem affects an average of four people, and that each downstream ergonomic fix costs the company approximately \$10,000 and 20 weeks to effect. They would rather not spend the money to fix a problem that should

not exist, and would rather not spend 20 weeks to fix it, that's too long.

This makes design changes feasible without expensive time-consuming changes to tools and processes. Integrating ergonomics into the virtual reality assembly simulation process will help reveal excessive forces and prolonged awkward postures. For example, installing wiring in vehicle doors requires awkward postures and some force. The joint ergonomics committee found a better way to route the wires that eliminated awkward postures and the need to use force during installation. It involved only minor changes to the sheet metal of the part at no additional cost.

If General Motors focuses on ergonomics upstream at the design stage rather than at the prototype as part of its corporate business strategy, they would reduce problems for the people who actually build the vehicle and get to the bottom line. Injury costs, inefficiencies and quality are all affected by ergonomics.

If a business buys a new conveyor, it costs as much to install it at the right height as at the wrong one. The question is how many times you'll have to install it, then to move it. Involve the right people and install the conveyor correctly from the first day, and you can get on with the job and walk the talk, relative to ergonomics. You cannot separate ergonomics from quality, they go hand in hand.

ERGONOMICS REPORT



BY

Wayne Combs

Ergonomics Representative

If a worker is injured and you have to bring in another, you can't expect the same kind of quality from the person who knows that job and who was injured because nobody took time to fix an ergonomics problem, or because the company did not make ergonomics a priority. It's the same as saying your company is not really interested in quality. Working in a joint effort, labour and management can meet both quality and human objectives. As Bruce Hettle, manager, Global Financial Assembly, Vehicle Operations at Ford's Dearborn headquarters, puts it: "The moral side and the financial side of business don't have to be at odds. There's the idea in business that ergonomics costs a lot of money, but it is cheaper to do things right, the first time. When you involve everyone in the process; you get a more optimized outcome. Beyond that, there's specific moral responsibility relative to the ways that employees are treated. People are our strongest asset, and we walk the talk. That's the bottom line."★

Master Ergonomic Committee Meeting

Part of my duty as the Regional Ergonomic Representative is to function as a member of the Master Ergonomic Committee. This Committee was formed in the 1999 set of negotiations to meet quarterly to discuss issues that encompass all General Motors plants in Canada. There are four people sitting on this committee: two CAW representatives and two General Motors representatives. One responsibility of this committee is to develop a Standard Ergonomic Operating Process. The primary goal of the Standard Process is to protect the health and safety of workers and identify risk factors that will contribute to injury or illness. This will include incorporating ergonomic principles into the design of new equipment, machinery, tools, facilities and workplace layouts.

The Master Ergonomic Committee is currently visiting all the General Motors Plants to discuss their processes. We will collectively identify and evaluate strengths and weaknesses of each individual process. Although we haven't visited all the Plants at this point, we

could certainly see that some Plants were more committed to an effective Ergonomic Process than others. I must also report that of the Plants that were lacking in some areas, changes are being made to improve since our visit. Without the joint effort of the health and safety/ergonomic committees these changes would not be possible.

Proactive Process

In order to have an effective process, we must start at the design stage. If jobs and equipment are designed correctly and safely, we will see a continued reduction of occupational injuries. Job design checklists are a key element for a proactive ergonomic process and are used to identify risk factors prior to implementation of a new operation. We must ensure that the checklist is being used and that it effectively identifies all the risk factors. Industrial engineers are responsible to fill out the checklists and should be held accountable when they are not completed.

Medical tracking systems that record injuries on a database must be able to identify

ERGONOMICS REPORT



BY

Dean Simard

Regional Ergonomics Representative

repetitive strain injuries and their source. The quicker we can identify the source and areas affected, the more efficient we will be at resolving issues before any other injuries occur. That is why it is so important to report all injuries to first aid at the onset of symptoms.

Workers in Car and Truck Assembly Plants know all too well that job changes are happening at a record pace. Your Health and Safety representatives are working hard to resolve your ergonomic concerns as they arise and with the help of Wayne Combs (Local Ergonomics Representative) they have been very successful. Resolution won't always happen overnight and it takes a great deal of commitment by all parties involved to get the best results.★

Addicted To The Internet?

We once received a call from the Truck Plant Medical Office, asking us where an employee could go to get help for a perceived Internet addiction. We contacted the Addiction Research Foundation in Toronto, who informed us that it was such a new field, that help was best provided on the Internet itself.

We examined a specific website devoted to Internet addiction, found it was very informative and it did provide a great deal of resources and help. We have taken the basic home page and printed it here for those of you who don't have a computer, but may be concerned about family members and friends using the Internet.

For those on-line, the web page is netaddiction.com, from the Center for On-Line Addiction.

What is Internet Addiction? —

Internet Addiction is a broad term covering a wide-variety of behaviors and impulse-control problems. It is important to understand that there are five specific types of Internet addiction:

1. Cybersexual Addiction —

Individuals who suffer from Cybersexual addiction typically are either engaged in viewing, downloading, and trading online pornography or involved in adult fantasy role-play chat rooms.

2. Cyber-Relational Addiction —



BY
John Taylor
Union Counsellor

Individuals who suffer from Chat Room Addiction become over-involved in online relationships or may engage in virtual adultery. Online friends quickly become more important to the individual often at the expense of real life relationships with family and friends. In many instances, this will lead to marital discord and family instability.

3. Net Gaming —

Net gaming encompass a broad category of behaviours including obsessive online gambling, gaming, shopping, or stock trading behaviors. In particular, individuals will utilize virtual casinos, interactive games, e-auction houses, or e-brokerage houses only to lose excessive amounts of money and even disrupt other job-related duties or significant relationships.

4. Information Overload —

The wealth of data available on the World Wide Web has created a new type of compulsive behavior regarding excessive web surfing and database searches. Individuals will spend greater amounts of time searching and collecting data from the



Steve Bobas
Union Counsellor

web and organizing information. Obsessive compulsive tendencies and reduced work productivity are typically associated with this behaviour.

5. Computer Addiction —

In the 80s, computer games such as Solitaire and Minesweeper were programmed into computers and researchers found that obsessive computer game-playing became problematic in organizational settings as employees spent most days playing rather than working. These games are not interactive nor played online.

How can you tell if you are addicted? Here are some typical warning signs:

1. Do you feel preoccupied with the Internet (think about previous on-line activity or anticipate next on-line session)?
2. Do you feel the need to use the Internet with increasing amounts of time in order to achieve satisfaction?
3. Have you repeatedly made unsuccessful efforts to control, cut back, or stop Internet use?
4. Do you feel restless, moody, depressed, or irritable when attempting to cut down or stop Internet use?
5. Do you stay on-line longer than originally intended?
6. Have you jeopardized or risked the loss of significant relationship, job, educational or career opportunity because of the Internet?
7. Have you lied to family members, therapist, or others to conceal the extent of involvement with the Internet?
8. Do you use the Internet as a way of escaping from problems or of relieving a dysphoric mood (e.g., feelings of helplessness, guilt, anxiety, depression)?

If you can answer "yes" to five or more of these questions, then you may suffer from Internet addiction. If you fear that you, or someone you know, may be suffering from Internet addiction, please visit www.netaddiction.com and take their Internet Addiction Test. If you require immediate help, please contact their Virtual Clinic. If you need any other information in regards to this new high tech age addiction, please contact our offices, John Taylor 644-4283 or Steve Bobas 644-4282. Till next issue, surf carefully!★

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Is Less Government Better?

One of the main themes of the political right is the push for less government. On the surface their message is simple and straightforward and that is the attraction, as it doesn't take a deeper analysis to understand the issues. Simple problems therefore simple solutions.

When the Tories or Alliance talk in terms of less government, what they mean is that government intervenes too strongly in our lives in areas such as our home lives, at work and in the economy. Another area where the right wing says government is too large is in our pocketbook. Taxes are too high so let's have smaller government therefore working people can have more money in their pocket.

The \$200 that most of you will receive is a direct result of this. Mike Harris does a major overhaul on social programs, like health and education — which we all need — and he buys political favour with a \$200 voucher.

But is less government democratic? If citizens had more say over the process then it would be democratic. But this isn't reality. What the Tories are doing is centralizing their authority in a way where people have no voice whatsoever. For example, take a look at school boards. School boards and councils were originally set up to give parents and taxpayers a voice over curriculum, what should and should not be taught and a say over school policy. These issues have now been turned over to an unelected civil servant and

TRAINING CO-ORDINATOR'S REPORT



BY

Rick Roberts

Local Training Co-ordinator

he or she determines everything with no input whatsoever from parents and taxpayers. Less government, yes, but no democracy at all.

Institutions which affect us all like the federal justice department, Bank of Canada and the Senate should be open to the democratic process so that everyone, not just the rich, has a say about their community, their country, the economy and politics. 🍁

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Union Profile And List Of Sectors Growth Of The Union

The CAW is the largest private sector union in Canada. Our current total membership is 238,000. In the 1968-1984 period, the average total membership was 120,000, so membership has doubled since our formation as an independent union.

Members are organized into about 1,600 bargaining units and close to 400 local unions. Since 1993, mergers brought in

60,000 new members. In the past 10 years, 50,000 new workers have been organized.

Sectoral Nature Of The Union

The CAW now has a significant block of members in at least 15 different economic sectors; major auto; independent auto parts; aerospace; specialty vehicles & equipment; electrical/electronics; general manufacturing; airlines; railways; mining & smelting; other surface transportation (including trucking, bus & marine); fisheries; hospitality services; shipbuilding; retail & wholesale services; general services.

The CAW is the largest union in seven of these sectors: fisheries, aerospace, electronics, major auto, auto parts, specialty vehicles, and shipbuilding. In several other areas such as airlines, mining or hospitality, the CAW is the second or third largest union and definitely a major presence in the industry.

Composition of the Union

Membership changes have altered the composition of the union. We have almost 50,000 women members. We have approximately 40,000 skilled trades members. Just under 5,000 members work in offices (aside from airline workers). The average hourly wage for a CAW member is over \$18.

see UNION - page 37



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Union Profile

— continued from page 36

A Truly National Union

Changes in the structure of the union have made the CAW into a truly national union. This affects the potential role of the CAW labour councils across the province. We are the largest private sector union in Newfoundland, New Brunswick, PEI, Ontario and Nova Scotia. We also have a major presence in Quebec, British Columbia, Manitoba and Alberta.

CAW Membership, A Sectoral Breakdown

Aerospace	12,000
Airlines	9,000
Auto & Parts	90,000
Electrical	7,000
Fisheries	26,000
General Manufacturing	20,000
Heavy Equipment/Specialty Vehicles	12,000
Hospitality & Service	20,000
Mining & Smelting	4,000
Retail & Wholesale	23,000
Shipbuilding	3,000
Surface Transportation	25,000

Total Members: 238,000**

**Includes members on layoff. 🌱

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The General Motors Choir is holding its annual Christmas Concerts the weekend of December 2 and 3, 2000 at Eastdale Collegiate in Oshawa.

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VOTE

MUNICIPAL ELECTION 2000

VOTE

Municipal Election Support

The following candidates have been endorsed by the Political Education Committee of CAW Local 222:

Oshawa

Mayor: Nancy Diamond
Regional Council Ward 3: Nestor Pidwerbecki
Regional Council Ward 5: Dave Broadbent
Regional Council Ward 6: Jim Morrison
Regional Council Ward 7: Bill Mussington
Local Council Wards 1-3: Dave Thompson
Local Council Wards 2 & 4: Ken Parks
Local Council Wards 5-6: Colleen Twomey

Town of Ajax

Mayor: Vivian "Terry" Terrelonge
Municipality of Dysart et al
Ward 3 Councillor: Mel Smith

Clarington

Mayor: John Mutton
Regional Council Wards 1&2: Suzanne Elston
Local Council Ward 3: Pat Pingle
Local Council Ward 4: Cec Mackesey

Hastings Highland

Monteagle Ward Councillor: Mike Leveque

City of Kawartha Lakes

Mayor: Art Field

Brock Township

Regional Council: Larry O'Connor
Cobourg Council: John Floyd



Vivian "Terry" Terrelonge

Mayor, Town of Ajax

Currently Plant Chairperson at Mackie Automotive, Vivian has been an Ajax resident for 14 years. He is particularly interested in making a difference in how municipal government handles such situations as that involving Ajax Transit. Vivian wants to resolve this issue, and let the taxpayers know publicly how much this dispute cost. The traffic congestion in central Ajax is also a focus of Vivian's. In addition to his work with the CAW, he also served with the Canadian Energy, Chemical and Paperworkers Union for many years.

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VOTE

MUNICIPAL ELECTION 2000

VOTE**Mel Smith****Municipality of Dysart et al Council
Ward 3**

My name is Mel Smith. I am retired from General Motors, Oshawa Plant where I worked for 32.5 years. I have had a cottage since 1989 in the Municipality of Dysart et al and have made the Harcourt area my permanent residence since 1992.

I am running for Councillor in Ward 3 for the Dysart et al council. Ward 3 takes in the townships of Harcourt, Bruton and Clyde: It encompasses the town of Harcourt and such lake areas as Grace, Farquhar, Straggle, Elephant, Benoit, Allen, Fishtail and Kingscott. I am involved in this Municipal election because the Municipal level is the closet level of government to the average person. This is where decisions are made on community planning, local bridge and road repairs and construction, landfill sites, police and fire protection, public health care, libraries, many social services, and recreation facilities. These areas all have a real effect on our daily lives.

Along the lines of personal development, I returned to night school and received my OSSGD at Durham College. To broaden my horizons, I have also taken general interest courses such as computer courses, and Native cooking. I have been involved in sports at local, regional and provincial levels. I belonged to a cottage association for a number of years and was an executive member of bowling and baseball associations in the Oshawa and Bancroft areas. I have worked on various community fundraising projects and I am presently on the Recreational Committee for the Harcourt Community Centre. With my past and present experience in community affairs I am confident I can make a significant difference in our community.

**Ken Parks****Local Council
Wards 2 & 4
Oshawa**

My family has lived in the area for over 20 years. In that time we have not seen much change. Our downtown area has seen some new murals, but not much else. I'm running for Local council against someone who fought so much against the City of Oshawa getting 200 to 300 new jobs due to the waterpark project. It's time for fresh ideas. It's time to vote for a change.

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CAW Sunday Morning Hockey Is Back!

As of writing, we have just completed two weeks of training camp with one week to go! Since some of these "old boys" needed to work on a few things, we decided we would hold a three-week training camp! It also gives us a chance to size up the talent in an effort to equalize the teams.

When I put out the call for players and coaches, I got a good response from the players, but no coaches came forward! As I progressed and sewed up some sponsors, I was able to get one coach. Because we had only one coach, we couldn't very well hold a draft. After numerous attempts and little to offer in the way of a contract, no coaches took the bait.

So I put an equal number of players on four teams, decided to hold the start of the "league" play for three weeks and after the third week, we'll all meet and choose up teams and do our best to keep the teams equal!

At this time I would like to thank Brian Perry for coaching and bringing in Cliff Mills Motors Body Shop to sponsor. And welcome to Renown Electric Motors & Repair Ltd. of Woodbridge for coming in at the last minute!

I would also like to thank the following: Steve Stiles for getting Park Place to sponsor a team; the Celtic Club for sponsoring a team; and Larry Hill and his son Craig for helping me out for the first week of training camp while I was away.

We could still use a few good men, or even a few bad ones, to fill up

the rosters! If you think you are made of the right stuff give me a call, in-plant 6342, home 432-7050. I'm also looking for coaches!

Until next time, keep your head up and your stick on the ice! 🍁

CAW SUNDAY MORNING HOCKEY REPORT



BY
Bill Mutimer
President



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Left, Martin Korsten won the beautiful wildlife painting by league member Wolfgang Mueller.

Above, from left are Ross Davis, Steve Ferenc, Harry McConnell and Ugo Chiodo, winners of the CAW Annual Retirees tournament trophy.

Right, Larry Rogers is presented with the Hole-in-One trophy by past treasurer Lloyd Dussault.

CAW Retirees Golf League Closing Day Tournament A Success

Tuesday, September 26 turned out to be a perfect day for our Closing Day Tournament. We had the best turn out of the entire season with 64 members out to enjoy the weather and the golf game.

After the tournament, we had a full course sit-down dinner at the CAW hall prepared and served by Barb Smith, the kitchen convenor, and her committee from CAW Family Auxiliary #27. As usual the food was delicious and greatly enjoyed by all the league members present.

After dinner, all members picked up a prize and we presented trophies to the winners of our July 11 "CAW Retirees Annual Trophy Tournament" and the "Hole-in-One" trophy.

Wolfgang Mueller, who is an artist and a member of our league, donated one of his paintings as a prize. We held a membership draw

for this and the lucky winner of this beautiful painting was Martin Korsten.

We had elections for the executive for the 2001 season, and they are:

Russ Rak	— President	576-6255
Gary Harding	— Treasurer	668-9676
Alex Simon	— Handicap Chair	576-0350
Harry McConnell	— League Convenor	576-0350

We will be putting an announcement in the March issue of the *Oshawworker* to inform you of the date of the 2001 membership sign up in April. 🍁

CAW RETIREES GOLF LEAGUE REPORT



BY

Russ Rak

League President

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Smooth Season So Far

We are almost at the end of the first week of our schedule. So far everything is running smoothly. The teams have had to use a few spare players, but that's normal this early in the season. In fact things don't seem to get settled down until after deer hunting.

In the first four games we have had a number of requests from some of the players on the bench. While Seadog and myself were time keeping, one player asked us for tape, another for a stone, yet another requested a towel. We feel that the players come first, so if you need anything or come up with a list of things needed on the bench or in the dressing room, just give this list to your team rep and he will look after your requests (good luck). Any time you want to visit us, we're in the penalty box (our door is always open). There are no stats for this issue due to the early deadline. We want to thank all the team reps for a great job.

Schedule

November 13	Aramark vs Durham Medical Flying Squirrel vs Bond Optical
November 14	OMS vs Dines Canada Trust vs Green Machine
November 15	Bond Optical vs Aramark Durham Medical vs Flying Squirrel
November 16	Green Machine vs OMS Dines vs Canada Trust
December 4	Aramark vs Bond Optical Dines vs Canada Trust
December 5	Flying Squirrel vs Green Machine OMS vs Durham Medical
December 6	Bond Optical vs Canada Trust Dines vs Aramark
December 7	OMS vs Green Machine Durham Medical vs Flying Squirrel

All Monday games are at North Oshawa Arena, Tuesday, Wednesday, Thursday the games are at Harman Park Arena.

Until next issue, see you on the ice. 🍁



TRUCK-CAR HOCKEY REPORT



BY
**Ron
Gay**

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Cap for pickup, 4'x8', \$200 firm. Call: 905-666-2779 after 6 pm

1995 Eagle Vision ESI, 3.3 motor, 166,000, rosewood colour, excellent condition, will certify, \$7000. Call: 905-576-0722

Snowblower, mint condition, used once, Craftsman 5 hp, 21" single stage, \$445 firm. Call: 905-728-5199

1994 Buick Regal Custom, loaded, V6, 3.8L, 146,600 km (91,000 mi), \$7,700 obo; IMAC, cert. emission tested, 35 m gallon. Call: 905-623-2337

White storm door, 32"x80", \$45; kitchen table with 6 maple chairs \$400; double stroller \$135, all in very good condition. Call: 905-576-6595

10 speed bicycle; chesterfields/chain gold-green; microwave; chrome teapot; white mirror; Toshiba TV; end table. Call: 905-725-3152

1991 Polaris Indy Lite, 340 cc, hand warmers, new rear shocks and springs, Polaris cover, 4L of oil, \$1900. Call: 905-438-0417

Dishwasher, apartment size, excellent condition, \$250 firm. Call: 905-576-8210

Large Lazy Boy chair, excellent condition \$70. Call: 905-723-4284

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Brown aluminum door, 36x80, good condition, asking \$25. Call: 905-725-3271

Kirby upright vacuum, 5 years old, in good condition with attachments, asking \$125. Call: 905-721-1924

10" Sears radial arm saw, used twice, asking \$550; men's right hand King Cobra titanium driver, graphite shaft \$200. Call: 905-263-4778

1987 Yamaha Warrior, all new 1999 plastic, new tires and rims, new chain, sprocket, exhaust, motor refreshed, must see, \$3000 obo. Call: 905-434-6811

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Kids' motor bikes, 2000 KTM 50 cc; 1999 KTM 50 cc, very well maintained, \$2000 each; 1999 RM 250, very little use. Call: 905-576-2159

1965 Chrysler 4 dr. black, 42,700 mi, stored, original invoice

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Corvair, 1960 red, 2 door, 700 series, collector's special, spotless condition. Call: 905-721-1826

OSHAWORKER Deadline for the December issue is Friday, November 17th at 4:00 p.m.

1986 Monte Carlo SS, good condition, 147 km, \$3000 as is. Call: 905-436-7370

1993 Jimmy SLE, fully loaded 4x4, air, very good condition, asking \$9,999 obo. Call: 905-787-8395

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1965 Chrysler 4 door black, 42,700 mi, stored, original invoice; 1983 Z28 Camaro, T-roof, crossfire 8 cyl. black, 47,300 km, stored. Call: 905-576-9956

Computer, Pentium 120, 16 mb RAM, 1.27 g hard drive, mini tower, keyboard, mouse 14" colour monitor, 28.8 fax modem, sound, \$500. Call: 905-576-7794

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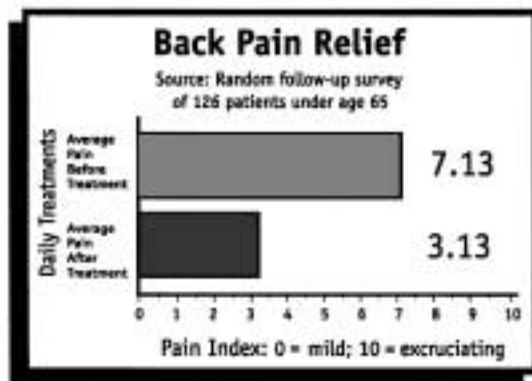
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ASK AN Expert

This is an excerpt from the Auto Workers Credit Union Newsletter featuring commonly asked questions about personal financial planning, taxation matters and other related topics. Credit Union staff who are knowledgeable in the various product and service areas will provide the answers.



Linda Foston, CFP
Investment Advisor



Gwynne Cafik, CFP
Investment Advisor



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Linda and Gwynne are full-time Financial Planning Service Representatives of Auto Workers Community Credit Union and Investment Advisors with Credential Securities Inc. To arrange an appointment to discuss your financial future, please contact the Credit Union and ask for Lorraine Nemeth.

WHY IS FINANCIAL PLANNING IMPORTANT?

The key to financial success is a well-thought out plan because it allows you to think about your future and your goals. Once you've done that, you can see where you are now, where you want to be within a specified timeframe, and what you need to do to reach your goal.

While financial planning is not a difficult process, it can be overwhelming and confusing. Financial representatives at the Credit Union can assist you by explaining the options and choices, and are ready to discuss all your concerns. Here are a few reasons why AWCCU members seek financial planning assistance:

- Lack of time to devote to managing their financial portfolios
- Confusion about conflicting financial advice
- Concern about the effects on personal income tax
- Worried about too little monthly family income in order to "make ends meet"
- Can't save any money
- A recent change (e.g. a new baby, spouse's job loss, an inheritance) will affect the family's financial future

Whatever your personal situation is today, financial planning makes perfect sense for you and your family's short-term and long-term needs. When you meet with a financial planner, there is a six-part process that occurs to ensure that all your needs and goals are met.

- Assessing your present situation. This includes reviewing all your current financial data, such as your assets and liabilities, tax returns, insurance policies and wills.
- Deciding on some financial and personal goals, as well as some objectives. The financial planner will ask you questions about your lifestyle and values because these are important considerations in setting the best financial strategy for you.
- Identifying any financial problems that could put up barriers to your financial independence. These are usually situations like an inadequate cash flow, too much insurance coverage, too little return on current investments, etc.
- Receiving written recommendations and alternative solutions. While there is no standard format, what you will receive will be structured to specifically meet your needs and situation.

- Outlining and recommending the right strategy to meet your goals and objectives. Once the recommendation is in place, you are "on your way" and your financial planner will work with their colleagues to co-ordinate the implementation.
- Regular review and revision (if necessary) to ensure that you are meeting your goals. At least once a year, you should meet with your financial planner to discuss any changes or new ideas.

OFFICE LOCATIONS

Oshawa

322 King St. W. L1J 2J9

Bowmanville

133 King St. E., L1C 1N6

Hours of Operation

Monday to Wednesday
9:00 a.m. - 5:00 p.m.

Thursday and Friday
9:00 a.m. - 6:00 p.m.

Tel: 905.728.5187

Fax: 905.728.8727

Toll free: **1.800.268.8771**

Website: **www.awccu.com**

Balance Of Term Election To Be In New Year

After the recent appointment of Dean Lindsay to the National Union, we are now faced with two elected positions open. The first one is for service representative at the Union Hall; and the second one will be for Recording Secretary on our Executive Board.

As a cost-saving measure, it only makes sense that the election for these positions be held in conjunction with the Shop Committee elections already due in the New Year. This was a recommendation by the Executive Board and passed at the October General Membership meeting.

It was certainly good news to hear we have been awarded the Grand Prix. This only proves what we have been saying all along, that not only do we build the best vehicles but also the most cost-effective. This is very positive for Oshawa in an era when it's all too common to lose jobs to other countries such as Mexico.

My condolences go out to the family of Bill Couch whom we lost

in a tragic accident, Bill was not only a co-worker but also a friend.

Please Note:

Our new union cards (see the front page of this issue) will be good for three years. Because this card is designed to be valid for three years, you can get it laminated for free at Orion studios, 17 John Street West, Oshawa.

If you change your address, make sure your employer and the Union have an updated address, postal code and apartment number if necessary. Address changes can be done in person at the Union Hall. 🍁

FINANCIAL SECRETARY'S REPORT



BY

**Terry
Spence**

CAW TCA LOCAL 222 Meetings

The **GENERAL MEMBERSHIP** meeting is held the first Thursday of every month at 7:30 p.m. except July & August

The **GENERAL MOTORS UNIT** meeting is held the third Thursday of every month at 7:30 p.m. except July & August

CAW FAMILY AUXILIARY meetings are held the first & third Tuesday of every month at 8:00 p.m. except July & August

The **RETIREES' CHAPTER** meeting is held the first Monday of every month at 1:00 p.m. except July & August

The **OSHAWA AREA SKILLED TRADES COUNCIL** meeting is held the fourth Thursday of every month at 4:00 p.m. except June, July, August and December



ALL MEETINGS ARE HELD AT THE CAW LOCAL 222 HALL - 1425 PHILLIP MURRAY AVENUE.